

CONGRESS 2026

FINAL AGENDA

INCLUDING GPC REPORT, MOTIONS
AND COMPOSITE MOTIONS

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SECTION 1

GENERAL PURPOSES COMMITTEE (GPC) REPORT TO CONGRESS

Part 1 Agenda

All motions and amendments stand as in the agenda unless indicated otherwise below.

Where composite motions have been agreed, approved and numbered by the GPC before 8 September, they are shown in the list below and the text of the composite motion is given in section 3 of this report.

Composite motions agreed, approved and numbered by the GPC after 8 September will be reported to Congress by the GPC and copies circulated to delegates as quickly as possible.

All amendments to motions have been agreed by respective movers and are published in the list below.

This report is an accurate reflection of the position on the 8 September in respect of motions, amendments and composite motions. Motion numbers are those printed in the agenda.

1. A GROWING AND DIVERSE TRADE UNION MOVEMENT

01 Unite
amend UCU
amend CSP

COMPOSITE 01
Union equality reps

02 BFAWU

Stands

2. STRONG RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

04 NASUWT amend RMT amend Equity 05 POA 06 RCP	COMPOSITE 02 Strengthening and protecting hard won employment rights for all workers
07 Equity amend Prospect amend Community amend RCP	COMPOSITE 03 Support for fully self-employed workers
08 UNISON 09 SoR	COMPOSITE 04 Migrant rights are workers' rights – withdraw the unsettling UK settlement proposals
10 NEU amend NASUWT amend PCS amend EIS 11 NAHT	COMPOSITE 05 Countering far right attacks and defending education
12 TUC Black Workers Conference	Stands
13 TUC Women's Conference	Stands
14 Nautilus International 15 Hospital Doctors Union* amend Usdaw	COMPOSITE 06 Neurodiversity – inclusion, access, employment policies and fair work

*The Hospital Consultants and Specialists Association (HCSA) changed its name to the Hospital Doctors Union on 1 September 2026. Please note that all references to the union in the Congress Preliminary and Provisional Agendas were made using its *former* name.

16 TUC Disabled Workers Conference	Stands
17 TUC LGBT+ Conference	Stands
18 Usdaw	Stands
19 FBU	Stands
20 Hospital Doctors Union amend Unite amend RCM amend Nautilus International	COMPOSITE 07 Tackling workplace fatigue to protect workers and the public
21 Community amend Unite	Stands accepted
22 PFA	Stands
3. A FAIRER ECONOMY AND STRONG PUBLIC SERVICES	
23 UNISON amend EIS amend ASLEF amend Equity 24 Unite 25 RMT 26 TSSA 27 NUJ	COMPOSITE Office to seek agreement
28 Unite amend GMB	Stands accepted
29 TUC Young Workers Conference	Stands

30 Prospect amend FDA	Stands accepted
31 FBU	Stands
32 BFAWU 33 BDA	COMPOSITE 08 Right to Food Commission. A public system, not charity: reinvesting in food and nutrition security
34 PCS	Stands
35 UNISON amend UCU 36 PCS amend FBU 37 RMT	COMPOSITE 09 Delivering insourcing across the public sector
38 AEP amend RCP	Stands accepted
39 GMB amend UNISON	Stands accepted
40 UCU	Stands
41 EIS amend NASUWT	Stands accepted
42 NASUWT 43 EIS	COMPOSITE 10 SEND reform and increased funding for ASN/SEND
44 MU	Stands

45 AEP	Stands
46 SoR amend FDA	Stands accepted
47 RCP amend GMB	Stands accepted
48 CSP amend SoR 49 CSP	COMPOSITE 11 Anchor employers, graduate guarantees, student loan forgiveness and the NHS workforce
50 RCM	Stands
51 RCM	Stands
52 FDA	Stands
53 BDA amend SoR	Stands accepted
54 FDA amend PCS	Stands accepted
55 ASLEF	Stands
56 TSSA amend RMT	Stands accepted
57 Napo	Stands
58 Napo	Stands

4. MEETING THE CHALLENGES OF THE FUTURE

59 GMB amend Prospect amend Nautilus International 60 Community	COMPOSITE 12 Strengthening procurement for re-industrialisation and backing steel communities
61 CWU amend UNISON amend NEU 62 Aegis amend Usdaw	COMPOSITE 13 Artificial intelligence at work – a just transition through worker voice for the benefit of workers and society
63 AUE	Stands
64 Equity amend NUJ 65 WGGB amend NUJ	COMPOSITE Office to seek agreement
66 NEU amend FBU amend ASLEF 67 ASLEF	COMPOSITE 14 Climate heat emergency
68 Accord	Stands
69 Nautilus International	Stands
70 Aegis	Stands
71 NUJ 72 WGGB	COMPOSITE 15 Protecting public service broadcasting

73 MU	Stands
74 Prospect amend Community	Stands accepted
75 UCU amend AUE	Stands accepted
76 POA	Stands
77 AUE amend UNISON amend Unite amend NEU	COMPOSITE Office to seek agreement
78 NUM	Stands
5. A STRONG AND SUSTAINABLE TUC	
79 CWU	Stands
80 TUC Trades Councils Conference	Stands

Part 2 Introductions and presentations

The GPC has approved the following speeches and presentations by members of the General Council, fraternal delegates and special guests:

Sunday afternoon

- President's address
- Address by Esther Lynch, general secretary, ETUC.
- Obituaries video.

Monday morning

- General secretary's address.

Monday afternoon

- Address by sororal delegate from the Labour Party.

Tuesday morning

- Presentation of Congress Awards.

Tuesday afternoon

- Address by a senior member of the government.

Wednesday morning

- Address by Osney Miguel Colina Rodriguez, general secretary, CTC Cuba.

Part 3 Ballots

There will be ballots for sections C and D of the General Council.

Part 4 Standing orders

Delegates are reminded of Rule 26 governing speaking times during Congress which permits the following speaking times:

- movers of motions up to five minutes
- seconders of motions and all subsequent speakers up to three minutes.

A system of warning lights will be used with a green light showing at the beginning of a speaker's allowed time. This will change to amber one minute from the end of the allowed time and to red at the end of the allowed time. If the speaker continues when the red light is showing, a bell will ring.

Delegates are asked to co-operate fully with the rules on speaking times and to give their names and the names of their unions before they begin their speeches.

Congress sessions will be:

- Sunday 4.00pm to 7.00pm
- Monday 9.30am to 12.45pm and 2.15pm to 5.30 pm
- Tuesday 9.30am to 12.45pm and 2.15pm to 5.30pm
- Wednesday 9.30am to the close of business.

Under Rule 27, Congress must conclude no later than 4.00pm on Wednesday.

Part 5 Membership of the General Purposes Committee

Anna Barnes

Rab Donnelly

Michelle England

Alex Gordon

Alison Spencer-Scragg

SECTION 2

CONGRESS TELLERS

Emelie Anekwu
CSP

Chris Brown
NEU

Steve Conway
RMT

Katie Hanson
Prospect

Andrea Welter
NASUWT

SECTION 3

MOTIONS AND COMPOSITE MOTIONS

C01 Union equality reps

Composing motion 01 and amendments

Conference welcomes the introduction, from October 2026, of statutory paid time off for union equality representatives to undertake their duties, including participation in collective bargaining. This landmark achievement follows years of determined campaigning by Unite, which has led the trade union movement in demanding statutory recognition and rights for equality representatives. Unite has consistently championed equality bargaining as an essential industrial issue, demonstrating that tackling discrimination and securing equality at work are fundamental to improving pay and good terms and conditions. Equality reps are vital to workplace teams. Where non-statutory reps have been developed, the role has differed from other reps, focusing on organising around EDI. Achievements range from delivering sexual harassment and safety training for members, negotiating fairer flexible working policies, and providing peer support for migrant workers.

This legislation must be the beginning of the campaign to eradicate discrimination and inequality at work, and the trade union movement must seize this opportunity to ensure these new rights are fully implemented, rigorously enforced and used to deliver tangible improvements for all workers. These developments come at a crucial time for minorities, given sustained political and cultural attacks, including the impact of the Supreme Court ruling and subsequent EHRC Code of Practice.

Conference calls on the TUC to:

- i. launch a national campaign promoting the role and value of union equality representatives and the new statutory rights
- ii. produce comprehensive bargaining guidance and model agreements to ensure equality representatives are fully integrated into collective bargaining structures
- iii. campaign for robust enforcement of the new statutory rights, including challenging employers who fail to provide adequate paid time off or facilities
- iv. share best practice between affiliates to strengthen equality bargaining (including misuse of the EHRC's Code of Practice as a priority area for collaboration and the effective use of new rights) and improve outcomes for women, BAEM, disabled, LGBT+ and young workers

- v. continue campaigning for further legislative reforms to strengthen the rights and protections of equality representatives
- vi. make equality bargaining a central pillar of the TUC's industrial strategy, ensuring equality is embedded in every bargaining agenda and every workplace campaign.

Mover: Unite

Seconded: University and College Union

Supported by: Chartered Society of Physiotherapy

02 The need for a renewal in union learning and education

Congress notes that the abolition of the Union Learning Fund was a politically motivated attack on working people, depriving thousands of workers of opportunities to gain skills, confidence and qualifications through their trade unions.

Congress recognises that the election of a Labour government provides an opportunity to restore investment in trade union education and workplace learning, but that simply recreating the previous model would fail to meet the challenges facing workers and workplaces in 2026 and beyond.

Congress believes a renewed Union Learning Fund must be designed to deliver high-quality education and skills that support productivity, lifelong learning and economic growth, while also developing confident workplace representatives, organisers and activists capable of strengthening collective bargaining, promoting equality, improving health and safety, and building stronger trade unions.

Congress further believes that trade union education within the adult education system has been allowed to decline and requires a fundamental overhaul, with dedicated, long-term funding to ensure unions can continue to educate, organise and empower working-class people.

Congress, therefore, calls on the TUC to campaign for:

- i. a fully funded, modern Union Learning Fund fit for 2026 and beyond
- ii. a comprehensive review and renewal of the trade union studies element of adult education
- iii. sustainable public investment in trade union education as an essential part of developing skills, strengthening democracy at work and building a fairer economy.

Bakers, Food and Allied Workers Union

03 Family friendly rights

Congress welcomes progress from the Labour government on family friendly rights at work. The Employment Rights Act delivers day one rights to paternity and parental leave, extends protection from dismissal for pregnant and new mothers, strengthens flexible working rights and introduces a right to bereavement leave.

Congress also welcomes the wider review of the current statutory framework of parental leave which is failing working families and holding back the economy.

We are pleased to see consideration for kinship carers as part of the review. Over 140,000 children are growing up in kinship care, yet relatives and friends who step in to care for children when parents cannot, have no statutory right to leave or pay.

Congress is clear that the government must deliver a framework that reflects the realities of family life and today's labour market, supports meaningful choices around combining paid work with care, reduces pregnancy and maternity discrimination and advances gender equality to close the gender pay gap.

The experiences of working families must be at the heart of government decision making.

With the outcome of the review due in January 2027, Congress calls on the TUC to lobby the government to deliver an ambitious set of reforms, including:

- i. standalone rights to individual periods of well-paid parental leave
- ii. the introduction of paid leave for kinship carers
- iii. extending access to parental pay and leave to all those who currently miss out, including those on very low pay, those in insecure work and self-employed workers.

Union of Shop, Distributive and Allied Workers

AMENDMENT

After point 'ii. the introduction of paid leave for kinship carers' before point 'iii. extending access...' (which will become point iv.)

Please insert: iii. full recognition of kinship carers with Special Guardianship Orders (SGOs), ensuring they receive equal entitlements in line with birth and adoptive parents, including financial support, parental leave and access to specialist services.

Chartered Society of Physiotherapy

C02 Strengthening and protecting hard won employment rights for all workers

Composing motions 04, 05, 06 and amendments

Congress applauds the hard work, organising and commitment over many years which have helped create legislation around equalities, health and safety and employment that give us the rights we have today.

These rights have been hard won and helped to build the trade union movement we have today. We recognise the commitment and dedication of trade unionists who shaped this landscape over the years

Congress welcomes the Employment Rights Act 2025 and notes the government's commitment to strengthening employment rights through the ERA and recognises the opportunity to reset the balance in UK workplaces.

Congress reiterates its support for the New Deal for Working People and Labour's commitment in that deal, that our law on industrial action should comply with the international laws which the UK has ratified including Convention 87 of the International Labour Organization and Article 6 of the European Social Charter.

Congress believes that while the Employment Rights Act represents important progress, it does not go far enough to address longstanding imbalances in labour law or to fully restore workers' rights. It also fails to re-establish an effective industrial relations framework, or the principally significant New Deal for Working People promise, to restore multi-employer collective bargaining, in favour of complicated legislation that will struggle to attend to sectoral complexities.

Congress further believes that the effectiveness of the Act will depend on robust implementation through clear and enforceable regulations, proper resourcing of enforcement bodies and meaningful engagement with trade unions.

Congress is concerned that without this, legislative change risks failing to deliver real improvements in workplace practice.

Congress is further concerned that the continued operation of the 50 per cent industrial action ballot turnout threshold places an unnecessary and undemocratic barrier on workers seeking to exercise their rights collectively.

Congress believes that linking the removal of the 50 per cent threshold to the introduction of electronic balloting is unjustified and risks delaying the restoration of fundamental trade union freedoms.

Congress notes that State compliance with its international law obligations is a fundamental aspect of the rule of law to which Labour is committed. Congress views with concern the decisions of the supervisory bodies of the ILO that the UK is in breach of ILO Convention 87 which, as the International Court of Justice held in May, protects the right to strike. Decisions of the ILO supervisory bodies have repeatedly

found that several aspects of UK industrial action law are in breach, notably the requirement to give notice of the holding an industrial action ballot, and the total ban on solidarity action.

Congress notes with equal concern the decisions of the supervisory bodies of the European Social Charter that the UK is in breach of the Charter on identical grounds. Congress expresses concern that this year the European Committee of Social Rights held that the ban on prison officers in England and Wales taking industrial action breached the UK's obligation to comply with Article 6(4) of the Charter which it has ratified.

We always want more and we will always fight for greater rights and we will not accept any anti-trade union laws.

Congress therefore calls on the General Council to:

- i. campaign for the immediate removal of the 50 per cent ballot threshold and oppose any linkage between the removal of the threshold and the implementation of e-balloting
- ii. lobby government to ensure the Employment Rights Act is implemented effectively through strong, enforceable regulations, developed alongside trade unions
- iii. campaign to ensure the full provisions and maximum possible protections of the ERA, including the Mandatory Seafarers Charter, apply to seafarers on all short sea international ferry routes from UK ports, including organising a campaigning event with affiliates next year coinciding with the fifth anniversary of the P&O Ferries scandal
- iv. campaign for a second Employment Rights Bill, that introduces genuine sectoral collective bargaining, strengthens rights for all workers and addresses remaining gaps in employment protections and enforcement, and to ensure our laws comply with our ratified international obligations
- v. proactively highlight the rights that working people have and the consequences of them being taken away, be ready to fight against any government that wants to strip people of their rights and ensure that if and when these rights come under threat, we have already planned a response not wait for it to happen.

Mover: NASUWT

Seconder: POA

Supported by: Royal College of Podiatry; National Union of Rail, Maritime and Transport Workers; Equity

C03 Support for fully self-employed workers

Composing motion 07 and amendments

Congress notes that:

- i. the Employment Rights Act 2025 (ERA) has brought welcome improvements to rights for employees and other workers without employment status
- ii. issues facing the genuinely self-employed are yet to receive significant attention, despite Make Work Pay commitments to consult on the right to a written contract and the extension of health and safety and blacklisting protections
- iii. extending those rights is important, but not sufficient
- iv. further statutory exclusions require action, namely access to sick pay, bereavement leave, parental leave and parental pay – which are denied to all working people without employee status
- v. additionally, protection from detriments for industrial action provided by the ERA 2025 have not been extended to the genuinely self-employed who can lawfully enter trade disputes.

Therefore, Congress calls on the TUC to:

- a. coordinate relevant unions to develop proposals and campaign for the extension of the aforementioned rights and protections to the genuinely self-employed and, where relevant, other workers without employee status
- b. work closely with the government's Freelance Champion to identify barriers facing self-employed workers and champion reforms to employment rights and income security
- c. lobby the government to:
 - act on its promise to consult on the right to a written contract and the extension of health and safety and blacklisting protections for the genuinely self-employed
 - act on its promise to review the parental leave and pay system with regards to implications for the genuinely self-employed and other workers without employee status
 - reform income protection arrangements for genuinely self-employed workers during periods of sickness
 - improve pension saving and retirement security for genuinely self-employed workers
 - extend protection from detriments to the genuinely self-employed who can lawfully enter trade disputes as per the Trade Union and Labour Relations Consolidation Act 1992
 - tackle issues within self-employment, such as IR35 taxation rules for the self-employed, which leads to those in self-employment facing unfair taxation without any of the associated employment rights

- implement policies to reduce the gender pay gap in self-employment
- d. work with relevant trade unions to produce materials that inform our members on what being genuinely self-employed means to enable them to make decisions about their employment status from a position of strength.

Mover: Equity

Seconder: Prospect

Supported by: Community; Royal College of Podiatry

C04 Migrant rights are workers' rights – withdraw the unsettling UK settlement proposals

Composing motions 08 and 09

Congress is alarmed at sweeping attacks on migrant workers which render them second-class citizens in the UK.

The UK government's consultation on "earned settlement status and the permanent right to remain" rules propose workers face new hurdles and longer waits with additional difficulties for their family members. These apply to all migrant workers, albeit with a hierarchy based on tax contributions so a city trader could secure safe haven many years faster than an NHS radiographer. Parallel announcements about reducing reliance on internationally trained allied health professionals show a government targeting migrant health and social care professionals' patients have relied upon for decades, but especially since the pandemic.

Health and care workers who came on a visa that promised them a five-year route to settlement are being told to wait 15 years. Other rule changes have stripped back family rights, work sponsorship rights and deleted so-called 'medium skill' roles but essential to delivering public services. These changes affect workers already here, punished for doing low-paid but essential work, especially in public services.

Members are scared and confused, telling us the 'incentives' to integrate are unnecessary, counter-productive and fuelling a hostile environment in care settings by empowering racists.

These proposals show our politics have been captured by an atmosphere toxic to all immigration. To reset this, government must drop these proposals.

Rather than making low-paid workers more vulnerable to deportation and exploitation, the government should be raising pay in public services and reforming the visa system to reduce employer power.

Congress applauds the powerful campaign for visa reform led by migrant worker trade unionists.

Congress is therefore concerned that the Home Office does not recognise facility time as work for the purposes of visa rules. This fatally undermines trade union activity in workplaces which need it most.

Congress calls on the TUC and affiliates to campaign for:

- i. a sector-wide visa scheme in social care, enabling workers to challenge bad employers without the threat of deportation
- ii. no retrospective application of ILR rules
- iii. retain the five-year route to settlement for workers
- iv. strengthened access to facility time for migrant workers
- v. a fair, rights-based visa system for migrant workers, and to support sustainable and better services and economy for all.
- vi. active support to unions and politically independent campaigns seeking to highlight the positive contribution migrant workers make in public services and how the hostile environment impacts them and their families

Congress calls for the TUC to condemn the current proposals, demanding their removal in full.

Mover: UNISON

Seconder: SoR

C05 Countering far right attacks and defending education

Composing of motion 10 plus amendments and motion 11

Congress recognises the threat posed by the far right, the growth of racist politics and the threat to migrant communities, people of colour, LGBT+ people and to cohesion in our workplaces and classrooms. Far-right politics feeds on insecurity and division while offering no serious answer to underfunded public services, insecure work, poverty or inequality.

Congress believes education is central to this struggle. it is one of our strongest defences against prejudice. A broad, inclusive curriculum taught by qualified teachers builds the critical thinking and media literacy skills children need to question, weigh evidence and reject scapegoating.

Some of the world's largest tech companies, and figures such as Elon Musk, now amplify far-right politics and disinformation and from September 2026 the government, will trial commercial AI tutoring tools in state schools, targeting disadvantaged children.

Congress believes that education is a human endeavour rooted in social relationships. AI must not diminish human-centred education or displace or replace teacher professionalism and agency. Unions must be involved in all decisions around the design, ethical procurement and use of AI in education.

Schools, colleges and early years settings are civic institutions and bastions of community life, where children encounter equality and inclusion, families turn for support, and communities remain connected in periods of division. They provide safe, inclusive spaces for children and families exposed to hostility, exclusion or fear.

Congress believes the far right grows where hope shrinks. Fourteen years of austerity have damaged the services families rely on, and many who turn to Reform fear for their children's futures. The answer is investment in those futures and fair taxes on wealth, not conceding the ground.

Congress believes children should not be the test population for trials run by edtech, with no independent evaluation. The same industry pushing these tools cannot be trusted to mark its own homework.

The trade union movement must be clear: defending education from the far right is central to defending workers, children, communities, democracy and the future of public services.

Congress applauds the work of TUC campaigning so far but wishes to see explicit reference to the attacks on public education,

Congress calls on the government to:

- i. reject far-right narratives which attempt to portray educators as a threat to patriotism and commit to defending education as a space for learning, inclusion, and community
- ii. defend education and educators from xenophobic and hate-fuelled narratives, support education workers facing intimidation, stand with refugees and migrants, and defend the trade union rights needed to resist attacks on public services.

Congress calls on the General Council to:

- a. campaign for a fully funded, inclusive curriculum, delivered by qualified teachers, that equips every child to think critically and oppose AI tutoring tools ahead of independent trials and defend pupils' data
- b. link the case against the far right to the campaigns against austerity and for tax justice
- c. call for an emergency programme of policies to defend workers and their families from the cost-of-living crisis, and action against austerity and against the divisive politics of the far right
- d. defend teachers and other workers targeted by far-right politicians, including attacks by Reform-controlled councils, and oppose disciplinary action, suspension or victimisation for challenging racism, supporting migrants or speaking out against discrimination.

Mover: National Education Union

Seconded: National Association of Head Teachers

**Supported by: NASUWT; Public and Commercial Services Union;
Educational Institute of Scotland**

12 Addressing the rising influence of far-right parties

There is a growing rise in far-right parties using social media to influence supporters. This motion proposes engaging with those audiences by addressing cultural concerns rather than relying on ideological labels. Far right groups have tapped into cultural grievances and economic anxieties, gaining traction across much of the Western world through algorithmic reach and large volumes of authentic short form content. In contrast, official union and left of centre channels struggle to match the scale and speed of this output.

We can no longer rely on others to counter this trend. Instead, we must learn from effective grassroots tactics and build a bottom-up approach that speaks directly and respectfully to people's everyday concerns.

Conference resolves to:

- i. educate activists in effective, respectful online engagement that focuses on cultural issues and avoids alienating labels
- ii. establish a social media task force to support activists, helping them use digital tools confidently and stay consistent in messaging
- iii. measure and evaluate the strategy, using data to refine methods and improve impact.

The aim is to meet those drawn to far right narratives with compassion, understanding, and a constructive vision for society. The future is shaped through organising around jobs, pay, and conditions.

TUC Black Workers Conference

13 Tackling the far right and the weaponisation of women's and girls' safety

This conference believes that misogyny is a defining feature of far-right ideology, not an incidental one. Far-right groups often frame feminism as a source of moral decay and fuels policies that seek to control women's bodies, restrict reproductive rights, and confine women to domestic roles.

Online spaces tied to far-right extremism from incel forums to nationalist movements, regularly use gendered hatred to recruit disaffected men and to create a shared identity rooted in resentment. Prominent far-right figures glorify hyper-masculinity while vilifying 'liberal' men, reinforcing patriarchal hierarchies. Misogyny acts as both a unifying ideology and a tool of radicalisation, linking gender oppression with nationalism, racism, and authoritarianism.

We express deep concern over the growing trend of blaming migrants for rape and sexual attacks in the UK. Such narratives are often fuelled by misinformation, political opportunism and sensationalist reporting, which distort evidence and contribute to fear, division, racism and xenophobia. Sexual violence is a serious societal issue that

affects people across all backgrounds, and addressing it requires a focus on the behaviour of perpetrators, not the nationality of communities.

This conference is concerned that public discourse, social media commentary and reporting on 'Operation Raise the Flags' and associated protests has disproportionately focused on and amplified the highly divisive rhetoric and actions of anti-immigration campaigners.

We reject the far right's lies about 'protecting' women and girls; they seek to exploit violence against women to fuel division.

Conference notes Nigel Farage and Reform UK representatives frequently link the perceived threat to women and girl's safety to illegal immigration, however Conference disputes that, believing that the greater danger is Reform themselves.

Reform's manifesto pledges to scrap The Equality Act 2010 removing legal foundations that protect women from discrimination and sexual harassment in the workplace. Reform MPs have voted against Bills that would tackle stalking and want to see the Online Safety Bill repealed.

Nigel Farage has called abortion time limits "utterly ludicrous" and appointed Professor James Orr, who opposes abortion in all circumstances, as a senior advisor. He has weaponised the trauma of survivors of grooming gangs and has called Andrew Tate "an important voice for men".

Conference acknowledges that Reform UK are gaining traction with voters, but they must not be allowed to use safety concerns of women and girls to push far right rhetoric and their social agenda.

Conference condemns the racist riots in UK towns and cities and the rise in racist hate crime, the highest level since records began.

Increased abuse, threats and attacks on immigrants inevitably normalises discrimination against other communities and places journalists covering the protests at risk, whether on the street or in the newsroom.

NUJ members have reported a stark rise in aggression and hostility, with Black and Asian journalists especially affected. The rise in verbal, physical and online abuse has led to doxxing and safety fears for women journalists and their families, also impacting on children.

The abuse is intersectional and creates a chilling effect that risks silencing the voices of diverse journalists at a time when plurality of viewpoints in the media is vital to challenge misinformation and division. Difficult editorial decisions about reporting, risks making minoritised journalists a target at work. Ethical journalism suffers as a result.

Conference stands in solidarity with refugees and migrants many of whom are survivors of violence and persecution. We must tackle the deep-rooted causes of abuse against women and defend all women and girls including those in refugee and migrant communities. Those who have come here to work, study, join family or seek

protection are an asset to our country and unions are vital in welcoming and defending migrant and refugee women.

We affirm that scapegoating individuals because of the colour of their skin, their religion or immigration status neither supports survivors nor improves public safety. Instead, it undermines social cohesion, discourages reporting of crimes, and diverts attention from the systemic reforms needed to prevent sexual violence. This conference commits to promoting evidence-based discussion and ensuring that all communities are treated with dignity and fairness.

Aggressive misogyny including sexual violence is on the rise. The far right rely on peddling the damaging myth that the greatest risk of gender-based violence comes from strangers. The trade union movement must counter this narrative in the strongest terms.

This conference deplores:

- i. the far right's and Reform politicians' weaponisation of slogans about protection of women and children to incite division and hate on anti-immigration protests throughout the UK
- ii. Reform politicians threatening de-funding of equality work.

This conference recognises:

- a. the urgency to improve services to support women and children facing violence
- b. one in three of those arrested on far-right demos in August 2024, had prior convictions for domestic abuse and violence, as was widely reported in the press
- c. the key role unions must take in challenging the impact of far-right propaganda in working class communities.

Conference therefore calls on the TUC and TUC Women's Committee to vigorously campaign against Reform UK and the politics of division, including a gendered element to this work which highlights Reform UK policies that would strip women and girls of rights and their promotion of 'traditional gender roles'.

This conference instructs the TUC Women's committee to:

1. campaign on unifying TUC policy of jobs, homes and services, not racism, to cut across the policies of division of Reform and the far right
2. ensure the campaign for the TUC demonstration against government public spending cuts includes central demands to oppose all sexual harassment and violence, restoring and expanding funding for women's services
3. be active in the anti-racist movement
4. build alliances with feminist and anti-racist movements, using collective strength to counter hate
5. highlight the positive contributions of migrant and refugee women and the inequalities they face

6. highlight the harm caused to women by anti-immigration and racist rhetoric
 7. challenge these harmful narratives and support calls for ethical journalism
 8. call for a national strategy to counter misinformation, racist and xenophobic narratives around crime
 9. combat misogyny and far-right influence through education and run awareness campaigns exposing how far-right ideologies exploit sexism to divide workers
 10. encourage affiliates to run campaigns to tackle sexual harassment, violence against women and racism, addressing misinformation and division spread by the far right to scapegoat asylum seekers
 11. actively support affiliates to train union reps in anti-racism and anti-sexism
 12. support affiliates to identify Black women activists, recruit new Black women reps and remove barriers to their activism
 13. engage our young members to help in challenging toxic masculinity and prevent radicalisation
 14. advocate for stronger equality laws and workplace protections, ensuring that gender justice remains central to the labour movement's mission
 15. campaign for better-funded, survivor-centred sexual violence services that are accessible to all.
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TUC Women's Conference

C06 Neurodiversity – inclusion, access, employment policies and fair work

Composing motions 14 and 15 plus amendments

Congress recognises that neurodiversity is a spectrum and a natural inevitable part of the workforce with an estimated 15 to 20 per cent of UK adults being neurodivergent. There is an increase in the number of people recognised to have neurodiversity, due in part to improved awareness, in adults as well as in children.

Congress notes:

- i. that barriers to diagnosis and support remain severe, with hundreds of thousands of people awaiting assessment, and that these challenges are intensified at sea by isolation, long deployments and even more limited access to support
- ii. that employers are only just starting to recognise and accommodate neurodiversity. Inclusive adjustments and considerations are still in their infancy, and the extent and pace of it simply is not good enough. Policies are more likely to be drafted with no input from neurodiverse workers. Improved understanding

of people with neurodiversity will enhance the working environment and make being at work more enjoyable and productive for all workers

- iii. neurodiversity is a growing area of focus as it is recognised that neurodiverse characteristics have an impact on relationships and behaviour in the workplace
- iv. neurodiversity is a label that formalises the recognition that we all think and act differently, which also means that we have a variety of strengths that can be embraced in the workplace.

Congress is concerned neurodivergent people still face sharp labour market exclusion, with around two thirds of neurodivergent people in employment compared to significantly higher rates across the neurotypical workforce.

Congress believes that neurodivergent workers must not be excluded from safe, sustainable careers and that neurodivergent seafarers must not be excluded from safe, sustainable careers at sea.

Congress calls on the TUC to:

- a. to lobby the government to ensure that all employers include neurodiverse employees and the trade union movement in the design and composition of employment policies, and to test the neurodiverse friendliness of policies with the help of leading neurodiversity organisations before implementation.
- b. work with affiliates, employers and regulators to promote neuroinclusive standards in workplaces, especially in maritime workplaces
- c. campaign for timely access to diagnosis, support and reasonable adjustments
- d. support training for managers, staff and crews on neurodiversity
- e. press for maritime regulation and guidance that reflect modern understanding of neurodiversity
- f. ensure neurodivergent maritime professionals are explicitly included in equality and retention strategies.
- g. launch a positive campaign:
 - celebrating neurodiversity
 - raising awareness of workplace rights available to members who are neurodivergent and the evolving nature of employment issues
 - signposting to support organisations for information and advice on rights outside the workplace.

Mover: Nautilus International

Seconded: Hospital Doctors Union*

Supported by: Union of Shop, Distributive and Allied Workers

*The Hospital Consultants and Specialists Association (HCSA) changed its name to the Hospital Doctors Union on 1 September 2026. Please note that all references to the union in the Congress Preliminary and Provisional Agendas were made using its *former* name.

16 Really supporting disabled people into work

This TUC conference is deeply concerned that government proposals to “support disabled people into work” risk pushing those able to work out of employment and into insecurity.

Conference notes that many employers fail to provide reasonable adjustments, which should be treated as necessary adjustments. The Disability Confident scheme allows employers to claim commitment without employing disabled workers. Disabled people moved from employment support allowances to universal credit are worse off, while tighter personal independence payment criteria have increased unfair refusals.

Conference applauds the disabled people’s movement for resisting further attacks on disability related benefits and recognises the contribution of Unite activists.

Conference calls on DWC to work with all disabled workers’ organisations, including deaf and disabled peoples’ organisations and workplace networks, to challenge the government’s hostile approach.

The TUC must urge the government to engage with these organisations on a co-production basis to reform benefits and workplace support, so they uphold rights, promote independence, and are fit for purpose.

TUC Disabled Workers Conference

17 Oppose the EHRC Code of Practice (Services, Public Functions and Associations)

This Conference notes the issuing of new guidance on the implications of the Supreme Court judgement of April 2025 on Thursday 21 May 2026.

Conference unequivocally condemns the EHRC’s proposed Code of Practice as a direct attack on LGBT+ equality.

Conference believes:

- i. that trans, non-binary and gender diverse people are entitled to be treated with equal dignity at work and in wider society
- ii. the new guidance is discriminatory and unworkable and effectively excludes trans people from swathes of public life including working life
- iii. the law must be changed
- iv. the Code:
 - seeks to legitimise exclusion
 - erodes long-standing protections under the Equality Act 2010 and Gender Recognition Act 2004
 - represents a regressive and dangerous interpretation of the law

- places trans, non-binary and gender non-conforming people at heightened risk of discrimination, humiliation and denial of services.

Conference resolves to:

- a. call on the TUC to campaign to introduce a process of gender self-declaration in the UK.
- b. campaign so trans people have equal civil rights and justice in the workplace.
- c. Call on all affiliates to challenge exclusionary guidance.
- d. Coordinate lobbying including MP engagement and influencing the General Council
- e. working with LGBT+ organisations to challenge the Code.

Trans rights are human rights: conference calls on all affiliates to publicly, actively defend this without compromise.

TUC LGBT+ Conference

18 Tackling retail crime

Congress welcomes the significant work of the Labour government in tackling retail crime. This includes a specific offence of assaulting a shop worker, ending the indefensible £200 threshold for prosecuting shop theft, which had effectively become an open invitation to retail criminals, and criminal behaviour orders for retail crime.

Far too many retail workers live in fear of being abused, threatened and assaulted and there is significant work still to be done. This work must not forget the important role of retail home delivery drivers. These workers ensure people who cannot make it into a store are able to access the provisions they need, while also keeping communities safe through, for example, enforcing age-restricted sales provisions.

It is unacceptable that 13 per cent of delivery drivers have been assaulted in the last 12 months and 26 per cent have had to refuse a delivery due to concerns over personal safety. In addition to legislating to provide adequate legal protections, it is essential that the government ensures the police can enforce measures to protect all retail workers.

Conference calls on the TUC to:

- i. support calls to introduce a specific offence of assaulting a retail home delivery driver
- ii. monitor the use and effectiveness of new legislation in tackling retail crime
- iii. highlight that voices representing retail workers must be included in discussions on police reform as part of the abolition of the police and crime commissioner role

- iv. ensure the experiences of retail workers, including delivery drivers, continue to be reflected in TUC campaigns to prevent workplace violence.
-

Union of Shop, Distributive and Allied Workers

19 Firefighters' concordat on health and wellbeing

Congress welcomes the Westminster government's announcement, made at the FBU's health and safety summit in April 2026, of the firefighters' concordat on health and wellbeing.

Congress applauds the FBU's long-running DECON campaign, which has highlighted the risks firefighters across the UK face at work because of the contaminants released by fire and other hazards.

Congress supports the University of Lancashire research into firefighter cancers, diseases and mental health, which the FBU commissioned as part of its campaign to keep firefighters and emergency control staff safe.

Congress notes the decision of the World Health Organization's International Agency for Research on Cancer (IARC) in 2022 that occupational exposure as a firefighter was classified as carcinogenic.

Congress welcomes the government's commitment to the concordat, which will be an agreement among key organisations to work together to improve firefighters' health and wellbeing.

Congress further welcomes the pledge of new funding for research through the National Institute for Health and Care Research (NIHR), to build the evidence base and better support understanding of how best to tackle firefighters' health risks – including mental health, musculoskeletal health, cancer and cardiovascular disease.

Congress supports the commitment made by ministers to increase health monitoring for firefighters, which is crucial to the early detection of ill health and early intervention to treat it.

Congress resolves to support the firefighters' concordat on health and wellbeing, and back the FBU's continued campaign to ensure the best prevention and control measures are implemented.

Fire Brigades Union

C07 Tackling workplace fatigue to protect workers and the public

Composing motion 20 and amendments

This Congress notes that workplace fatigue is an increasing occupational health and safety risk across the UK economy. It affects workers in healthcare, transport, emergency services, manufacturing, social care and other safety-critical sectors. Congress notes a recent Unite survey showing that bus driver fatigue is putting workers, passengers and pedestrians at risk, and that many drivers don't tell employers they are fatigued for fear of being penalised. Fatigue contributes to errors, accidents, sickness absence, burnout, poor retention and reduced productivity. In healthcare, exhausted staff can place both themselves and patients at risk, but the same principles apply wherever tiredness undermines safe performance. Workforce shortages, long hours, poor rota design, inadequate rest facilities and insufficient recovery time have intensified the problem. Employers are also increasingly attempting to introduce inappropriately designed 'on call' systems to compensate for and mask short staffing.

Congress recognises fatigue as a systemic workplace hazard. Fatigue should be treated as a preventable organisational hazard, not an individual weakness. Congress seeks national recognition of fatigue as a major workplace safety issue, supported by stronger guidance and, where necessary, regulation, legal duties requiring employers to undertake fatigue risk assessments and manage fatigue risks through appropriate staffing, welfare facilities, workforce consultation and effective regulatory enforcement.

The proposal aims to secure safer staffing levels, evidence-based rota and scheduling design, adequate rest breaks, suitable rest, toilet and welfare facilities, protection from extreme temperatures, protected recovery time between shifts, compensatory rest after periods of 'on call' and confidential mechanisms for workers to report fatigue without fear of detriment.

Health and safety representatives should receive training to identify, monitor and challenge fatigue risks. Fatigue management policies should be negotiated through collective bargaining.

Congress calls on the General Council to lobby government to work with employers, regulators, occupational health experts and affiliated unions to develop sector-specific fatigue management guidance. Effective fatigue management will improve worker wellbeing, reduce sickness absence, support retention, improve productivity, reduce avoidable errors and accidents, and protect service users and the wider public.

Mover: Hospital Doctors Union

Seconder: Unite

Supported by: Royal College of Midwives; Nautilus International

21 Supporting our logistics workers

Conference recognises the crucial work that logistics sector workers do to keep our country moving. It is thanks to the hard work of delivery drivers, contact centre workers, roadside patrols and technicians, warehouse operatives, and many other vital workers across this hugely varied sector that consumers can go about their daily lives undisturbed, with access to the essential goods and services they rely on. Conference notes Community's Wellbeing on the Move campaign, which supports workers in the logistics sector across the UK.

Conference notes that job-related pressures are taking their toll on logistics workers, who often feel overworked and undervalued. Long and anti-social hours, bright and damaging LED lights, alongside limited training opportunities and insufficient employer support, are pushing skilled workers out of the sector, in search of better working conditions elsewhere.

Conference recognises that this is creating a skills gap, as valuable experience is being lost, and opportunities for progression are being side lined. Employers must take meaningful action to improve workers' wellbeing and prevent more skilled people from leaving the sector.

Therefore, Conference calls on the General Council to:

- i. engage with government, trade unions and employees on issues surrounding working hours and rest breaks
- ii. consult with unions and workplace reps on existing policies on shift length, overtime, cut off times and nighttime working
- iii. encourage employers to take the steps to ensure that wellbeing support services are accessible for employees
- iv. encourage employers to ensure that upskilling and training and development opportunities are available to staff.

Community

AMENDMENT

At the end of the first paragraph after "across the UK" insert "as well as Unite's longstanding campaigning work in the sector, including for toilet dignity".

In final paragraph, insert new final bullet point 5 as follows:

"5. convene a meeting between logistics trade unions, employers' organisations and the DfT with a view to addressing these issues through formal sectoral bargaining."

Unite

22 Wage restrictions on professional footballers

Congress supports the work being undertaken by the Professional Footballers' Association (PFA) to ensure that any changes to financial regulations within the game are properly negotiated with players and their union.

Congress welcomes the PFA's engagement with the implementation of financial regulations within football, and its active role in ensuring a financially sustainable professional game.

However, Congress notes that, as part of proposals for financial reform, arbitrary restrictions on player wages continue to be proposed by clubs – the employers – without adequate consultation or negotiation with players – the employees.

The reality for the average professional footballer is that their career will be short and extremely insecure. Most players will spend their career on short-term contracts where their earning window is limited, and where they are one serious injury away from leaving the professional game.

Most players will not choose the timing of their exit and will need to begin a new, alternative career in their twenties or thirties, despite often being within a football environment since childhood. Congress welcomes the continued work by the PFA to protect the rights and conditions of members and to prepare them for life after football through new initiatives such as the PFA Business School.

Congress supports the PFA's work to ensure that artificial player wage controls are not promoted by clubs and leagues as a 'quick fix' to perceived financial sustainability issues in football, and that any proposed financial reforms within the game which will impact PFA members are properly evidenced, considered and negotiated.

Professional Footballers' Association

23 A new economic direction for the UK

A new prime minister is an opportunity to reboot what a Labour government looks like and who it stands for.

Congress notes that our communities still bear the scars of fourteen years of Tory austerity, and that many workers feel like our public services need a bailout.

The Labour government has delivered changes that will improve lives – including the Employment Rights Act, the Renters' Rights Act, scrapping the two-child limit and increases to the minimum wage.

But Congress notes that Britain still suffers from crumbling public services, stagnating wages and living standards, poor growth and productivity, growing youth unemployment, and widening inequality.

Congress believes we cannot fix a crisis of this magnitude with incrementalism. Congress calls on the new prime minister to be bolder and more radical by:

- i. tackling inequality by taxing wealth and making corporations pay their fair share
- ii. increasing wages
- iii. providing an emergency cash injection and sustained investment for public services
- iv. bringing outsourced services back in-house
- v. ending private equity's grip on public services
- vi. bringing key utilities back into public ownership.

Congress calls on the General Council to:

- a. press the new PM and cabinet to be bold in implementing this approach
- b. commission rigorous research into progressive taxes on wealth and large multinational corporations ahead of the next budget
- c. make improving living standards for low-paid workers a priority campaign
- d. work with unions, charities and campaigners to organise a national day of action, calling for wealth taxes and public service investment.

UNISON

AMENDMENT

Insert in b. "including property, and companies" after "wealth". Add after "budget": ". The research should examine whether taxes on income from work, wealth, company profits, and consumer spending are fairly balanced, and whether they generate sufficient revenue for sustained investment in all public services to protect the social contract."

Educational Institute of Scotland

AMENDMENT

Add new paragraph after paragraph 4: "This fraying social and economic fabric has been exacerbated by cuts and outsourcing at the BBC, as well as the deterioration of public arts provision by local and national government."

Equity

AMENDMENT

Paragraph 3, second line before 'scrapping' insert 'the Passenger Railway Services Act,'
Point v. after services add 'and the assets and infrastructure needed for these services'

ASLEF

24 Industrial and economic policy

Congress notes that for decades working-class communities have had to pay the price for of crisis after crisis not of their making. This failure to deliver on real change for workers and communities has been key in the rise of the far right.

Congress believes that a critical political window now exists for the newly established Labour leadership to deliver an uncompromised, pro-worker agenda.

Congress calls on the General Council to campaign for an immediate legislative and economic strategy that delivers:

- i. an ambitious industrial strategy to deliver good well-paid jobs and reindustrialise Britain.
 - ii. a reversal of public sector austerity by paying for more day-to-day spending with a wealth tax.
 - iii. an end to the 'rob Peter to pay Paul' approach, pitting worker against worker, and a loosening of fiscal rules to allow more direct investment in jobs and growth.
 - iv. the unfreezing of unfairly frozen tax thresholds that are pulling workers and pensioners into the wrong tax bands.
 - v. public ownership of our energy and water infrastructure, to cut bills and stop profiteering.
 - vi. new 'buy British' procurement rules to support UK jobs and deepen national security
 - vii. net zero through a real workers' transition, creating commensurate well-paid jobs and not offshoring our carbon responsibilities or abandoning workers.
-

Unite

25 Change in Labour's political and economic strategy

Congress notes the change in Labour leadership provides an opportunity to deliver a new political and economic strategy that works for the mass of working people.

Congress agrees that economic and political power is too concentrated and welcomes discussion of the need to build an active, productive state to lower the cost of living, control the essentials of life, support reindustrialisation and foster growth across the UK.

Congress believes that to counter the threat of Reform and the far right this new strategy must avoid taking the country into divisive debates around both nationalism and EU/single market membership and instead focus on a program to unite working people in not only hope, but also delivery of a better future.

Congress therefore calls on the General Council to lobby the government to pursue this strategy by campaigning to:

- i. empower working people through ensuring that the maximum possible flexibility in the use of state aid, fiscal policy, investment, public ownership and procurement and protection of manufacturing is not adversely restricted by Treasury rules or any future trading relationships. For example, Congress notes single market membership would reverse the UK's progress to rail public ownership
 - ii. develop the importance of the UK's trading relationship with the EU and the world economy to improve trade, while respecting the democratic will expressed in the result of the 2016 referendum on EU membership
 - iii. deliver a mass council house building programme, including through a publicly owned housing corporation
 - iv. implement mandatory sectoral bargaining across the economy.
-

National Union of Rail, Maritime and Transport Workers

26 Action to tackle the cost of living

Congress notes the effects of the Iran war on the cost of living. Fuel prices at the pump have spiked, and energy costs rose by 13 per cent in July with the average bill reaching £1,862 per year. Lenders have also raised rates, increasing mortgage repayments.

Congress further notes that while inflation has reduced from 2021–24 levels and 2022's 41-year high of 14.2 per cent RPI, wages have lagged. Households are now significantly worse off. In April, 79 per cent of adults reported an increase in their cost of living. By November, food is expected to have become 50 per cent more expensive compared to 2021.

Congress is alarmed that, according to the End Fuel Poverty Coalition, since January 2026 the energy industry has posted profits of £26.2bn (as of May), and TUC analysis reveals banks paid £25bn in bonuses for the financial year ending March 2026.

Congress believes the government must take robust action to tackle the cost of living, and the profiteering from banks and the big corporations.

Congress calls on the TUC General Council to campaign for:

- i. a return to pre-April 2022 energy price cap rates
 - ii. an extensive package of financial support for households facing rising costs, funded by taxes on profits
 - iii. increased investment in renewables, reducing dependency on fossil fuel markets, and in a massively expanded and affordable green public transport system, mitigating household reliance on fossil fuels
 - iv. a mass programme of home insulation, boosting energy efficiency
 - v. an end to the Iran war, a cause of energy price volatility.
-

Transport Salaried Staffs' Association

27 Taxing the tech giants

Congress notes that global tech giants exercise significant power over the media sector. The likes of Google, Meta and X consume advertising revenue and control access to online information through AI summaries and the algorithmic curation of news.

Congress is alarmed that such dominance has come at the expense of workers and public access to quality news. Tech companies have profited from the largescale theft of journalists' work and supplanted trusted news sources while failing to take responsibility for the discrimination, disinformation, and AI-generated fake news published on their platforms.

Congress believes that the same companies that plundered and profited from the sector should pay their fair share in its preservation.

Congress supports the NUJ's call for a six per cent windfall tax to be invested in the sector to protect jobs, improve conditions, and increase access to quality news. The NUJ has also called for an ongoing digital tax to sustain future funding.

Congress instructs the General Council to:

- i. lobby the government, including through meetings with the Treasury, to introduce a six per cent windfall tax on tech giants
- ii. continue to advocate for the digital services tax and take all opportunities to defend and strengthen it.

National Union of Journalists

28 Britain's housing crisis is a national emergency

Too many homes are poorly insulated, with damp and mould; freezing in winter and overheating in summer. Nearly all our 29 million homes need improvement.

Clearing social housing waiting lists will take over a century at the current rate. Housing costs are driving poverty; scarcity and unaffordability means young people increasingly living longer with parents.

An ambitious industrial strategy can end this crisis and create decent, unionised jobs.

Public investment in building and retrofitting homes would create jobs in every community. Building 90,000 social rented homes would add £51.2bn to our economy through higher employment, lower benefit costs and improved health.

Congress resolves to campaign for:

- i. a national large-scale council house building programme across all our local communities and repair existing stock, with councils enabled and funded to do so, and using direct employment

- ii. a publicly funded national retrofitting programme to upgrade homes, creating jobs in every local area
- iii. every procurement and supply chain decision to prioritise British-based providers and creating decent jobs, maximising the public investment benefits
- iv. rolling out bona fide apprenticeships to meet the skills demand.

Congress believes tackling housing costs includes:

- a. robust regulation and accountability of housing associations, council and private landlords with stronger tenant, resident and leaseholder rights enabling them to challenge poor housing, expensive maintenance and fees, and ending service charge abuse alongside decent pay and conditions for housing workers
- b. greater rent controls, secure tenancies and service charge caps across tenures
- c. removing above-inflation rent rises for social tenants.

Unite

AMENDMENT

In paragraph 7, delete 'creating'.

In paragraph 7, after 'upgrade homes,' add:

"learning from the UK's Natural Gas Conversion Programme to create"

In paragraph 7, after 'every local area' add:

"and upskill existing home heating workers under a national industrial agreement with recognised sector unions"

In paragraph 8, after 'public investment benefits', add:

"and maximising British-made brick, ceramic and aggregate content in all social housing construction"

In paragraph 9, delete "the".

In paragraph 9, after 'apprenticeships,' add:

"working with sector unions to deliver reindustrialised curriculums and new training facilities"

GMB

29 The severe housing crisis affecting young workers

Conference notes that:

- i. the severe housing crisis affecting workers across the UK, especially young, low-paid and disabled workers
- ii. in 2023, 54 per cent of adults aged 20-34 lived with parents, over half a million people were in rent arrears and one in four faced eviction
- iii. young people and low- to middle-income families struggle to secure a decent home, with many unable to afford rent or save for a deposit. Young workers are being priced out of adequate housing as private rents have soared far beyond wage growth, with many spending over half of their income on rent alone.
- iv. insecure short-term tenancies, sudden rent hikes, and the constant threat of no-fault evictions all create intolerable stress and instability. At the same time, millions live in cold, damp, poorly maintained properties while rogue landlords

face few consequences and local authorities lack resources to enforce existing standards

- v. UK average house prices are approximately nine times the average salary.
- vi. the average mean age of first-time buyers in England between 2023-24 was 34 years old, rising to 35 in London
- vii. social housing is often completely unattainable for many vulnerable young people and temporary accommodation remains one of the highest costs for local councils
- viii. a chronic shortage of social and genuinely affordable housing has driven up rents and prices, increasing overcrowding, evictions, arrears, and homelessness.

Conference believes that safe, affordable and secure housing is a basic right and a foundation for a decent life. The broken private rental market is failing an entire generation, forcing young workers into debt, overcrowding, or delaying milestones such as starting families or saving for the future. Without urgent reform, home ownership will remain an impossible dream for most under 35.

Conference welcomes:

- a. the government's ambition to build 1.5 million new homes.
- b. the government's plans to ensure stability around social rents and for greater investment in social and affordable housing, as part of their long-term housing strategy.

Conference notes:

- 1. the government's 300,000-homes-a-year target is repeatedly unmet
- 2. inadequate government investment in social housing, reduced council capacity to build, the impact of Right to Buy, more than 1.1 million households on waiting lists, weak regulation of the private rented sector, high housing costs, poor housing quality, and the harmful impact of housing benefit cuts on vulnerable people.

We call upon the TUC Young Workers Committee to:

- I. campaign for nationwide rent controls
- II. campaign to abolish 'Section 21 no-fault' evictions
- III. enforce heavy penalties for those providing unsafe or substandard homes
- IV. call for urgent investment in a national housebuilding programme and resolve to work with trade unions and housing bodies to expand affordable supply. Conference believes that a key requirement of any affordable housing strategy must be the implementation of the mass building of high-quality affordable council housing and the establishment of publicly owned and controlled housing building capacity so that housing policy cannot be dictated to by private house building corporations and developers.

- V. support a Right to Buy moratorium
 - VI. campaign for strengthen regulation and redress
 - VII. prioritise housing costs in wage bargaining
 - VIII. work with the UK and devolved governments to:
 - ensure that a good proportion of new housing stock is affordable to young people
 - develop strategies with local authorities to deliver more good quality social housing for vulnerable young people
 - develop new programmes to help support young people in saving for a deposit for their first home
 - deposit for their first home.
-

TUC Young Workers Conference

30 Defend regulators, oppose deregulation

Congress believes that well-designed, evidence-based and properly resourced regulation is vital to protecting health, safety and the environment. Union members across the economy value the role played by regulators, who are also trade unionists, in keeping them safe and underpinning quality standards.

Congress welcomes the government's acknowledgement that "effective regulation provides important protections to consumers, businesses and the wider public", and moves to strengthen regulation in some areas, notably the labour market.

Congress is dismayed, however, that the government has reverted to rhetorical attacks on regulators, referring to them as a "burden" on business and a "barrier" to growth. Announcements of regulators being reviewed, restructured, merged, abolished or losing their independence have been used by government to generate headlines, with no consultation and little regard to the costly disruption to their work.

Most regulators remain severely underfunded and unable to recruit or retain the skilled and expert staff they need because of budget shortfalls and centrally imposed pay controls. At HSE, this has undermined effective enforcement, policy making and scientific research.

Congress instructs the General Council to:

- i. positively promote the vital work of union members working in regulatory bodies and the value placed on this work by all those working in regulated industries
- ii. expose and challenge the underfunding and understaffing of regulators and the consequent risks to safety, the environment and the public interest
- iii. campaign to oppose the arbitrary target to reduce the alleged costs of regulation to business by 25 per cent this parliament.

Prospect

AMENDMENT

At end of first sentence in Para 1 add

"and helps raises standards across public services."

At the end of bullet point iii. add

"and calls on the government to take an evidence-led approach to regulation and standards across the economy"

FDA

31 Grenfell Tower fire 10th anniversary

Congress recognises that 2027 marks the 10th anniversary of the Grenfell Tower fire, in which 72 people so tragically lost their lives.

Congress is appalled that prosecutions of those responsible have still not begun.

Congress stands in solidarity with the bereaved, survivors and residents in the fight for justice.

Congress applauds the firefighters, firefighters' control, paramedics, local government and other workers, who responded to the fire and its immediate aftermath.

Congress believes it is a national scandal that thousands of residents still live in high rise residential buildings with cladding and other serious fire safety failings.

Congress is shocked that cuts continue to be imposed on the fire and rescue service.

Congress opposes the continued drive towards deregulation and introduction of private profiteers into public services, which was a root cause of the Grenfell Tower fire.

Congress welcomes the proposal to create a college of fire and rescue but demands that it focuses on introducing national standards across UK fire and rescue services and gives the FBU a central role in its functioning.

Congress resolves to:

- i. demand that all responsible for the Grenfell Tower fire, including politicians, are brought to justice.
 - ii. demand the immediate remediation of all housing with fire safety failures.
 - iii. support the FBU's demand for sustained central government investment in the fire and rescue service and its Cuts Kill campaign.
 - iv. support the FBU's ongoing serious accident investigation into the Grenfell Tower fire, to learn the lessons for emergency control staff and firefighters.
-

Fire Brigades Union

C08 Right to Food Commission. A public system, not charity: reinvesting in food and nutrition security

Composing motions 32 and 33

Congress notes the vital work of the Right to Food Commission in developing a comprehensive roadmap to end food poverty across the UK by 2035.

Congress recognises that, in one of the world's wealthiest economies, millions of people continue to experience food insecurity, including many in work. No worker should be forced to choose between heating their home, paying their bills or putting food on the table.

Congress believes the trade union movement has a central role to play in making the right to food a reality by campaigning for policies that address the root causes of food poverty through decent work, fair wages, strong social security and universal access to affordable, nutritious food.

Congress notes that:

- i. evidence from the Covid-19 pandemic shows England's Public Health Nutrition (PHN) system is underfunded, fragmented and unable to meet need, as reported by frontline staff
- ii. austerity and market-based policies have weakened PHN services, increasing hunger, worsening nutrition related health and widening inequalities
- iii. eighty-seven per cent of PHN professionals reported that austerity related cuts had severe, or moderate to severe, impacts (Noonan-Gunning *et al*, 2021)
- iv. responsibility for food security has shifted from the state to the voluntary sector and unpaid labour, creating a postcode lottery and exposing system failures during the pandemic that impact wider determinants of health
- v. the lack of a national food strategy and effective governance undermined the response to Covid-19 and risks weakening future responses.

Congress believes that:

- a. food and nutrition security is a fundamental right and a core responsibility of the state
- b. charity cannot replace a properly funded public system
- c. a paid, skilled PHN and public health dietetics workforce is essential to public health and social justice.

Congress calls upon the TUC to:

1. promote the right to food as a core trade union issue and support affiliates in embedding this work within organising, bargaining and political campaigning.

2. equip workplace representatives with the knowledge and confidence to explain the Commission's recommendations and the five pillars of the Right to Food framework, enabling them to organise, educate and campaign in workplaces and communities
3. work with the commissioners and affiliated unions to develop accessible education and campaigning resources, including online learning similar to the TUC's Employment Rights Act programme

Congress calls on the TUC to campaign for:

- I. the right to food to be enshrined in UK law
- II. the implementation of the Right to Food Commission's recommendations and roadmap to end food poverty by 2035
- III. restoration and ringfencing of PHN funding by central government
- IV. a national food and nutrition strategy, including workforce capacity and capability
- V. an end to marketisation and the normalisation of unpaid labour in food provision
- VI. secure, unionised employment, training and recognition for food and nutrition workers, including work with affiliates to explore organising in emergency food aid and the community food sector.

Mover: BFAWU

Seconder: BDA

34 Public sector pay

Congress notes the appointment of a new Labour prime minister, Andy Burnham. This change in leader means nothing unless there is a change in direction that meets the needs of workers and working-class communities, still caught in the cost-of-living crisis.

Congress calls on Burnham's Labour government to launch sustained public investment, to jump-start economic growth. The UK is 80 per cent-plus a service sector economy, which relies to a large extent on consumer demand to deliver growth.

Congress endorses the research commissioned by the Public and Commercial Services Union which confirms that increasing public sector pay, especially for lower paid workers, acts as an engine of growth and more than pays for itself through:

- i. higher income tax receipts and NI contributions
- ii. increased consumption raising tax receipts
- iii. spillover into the private sector, boosting sales and potentially wages
- iv. reduced reliance on universal credit to subsidise poverty wages or help with housing costs.

Congress applauds the rejection by PCS, by NEU, and by local government unions, of the attempts to restrain public sector pay rises to around 3.5 per cent.

Congress calls on the new prime minister to reopen talks on public sector pay for 2026/27 to protect workers from the cost-of-living crisis.

Congress agrees to urgently call a national Saturday demonstration this autumn for investment in public services, against austerity and for pro-worker policies.

Congress urges all public sector unions to join a united campaign on pay, and, if needed, to plan for coordinated industrial action to secure real gains for workers.

Public and Commercial Services Union

C09 Delivering insourcing across the public sector

Motion 35 plus amendment, motion 36 plus amendment and motion 37

Congress notes the steps taken by the government towards delivering on the Make Work Pay commitments on insourcing, the two-tier code and public interest test.

Congress notes that outsourcing and privatisation have driven down pay, pensions, terms and conditions, decimated public services and created a two-tier workforce, while allowing private companies to profit from public money.

Congress believes delivering on insourcing would help low paid and outsourced workers with the cost-of-living crisis, rebuild and reintegrate essential public services and give communities greater public control over those services.

Congress welcomes the Cabinet Office's recent guidance to central government departments to develop insourcing strategies and conduct public interest tests on all contracts as they expire and calls as a minimum for this legislation to be extended across publicly funded and public facing services as a matter of urgency.

Congress believes that publicly funded services should be publicly delivered. Insourcing improves accountability, service quality, recruitment and retention, strengthens collective bargaining, and ensures public money is invested in services and workers rather than shareholder profit.

While recognising the scale of challenge involved in turning back decades of orthodoxy, Congress is concerned that the weakness of measures brought forward so far threatens to de-rail what should be a major means of providing both better services and increasing the number of decent, secure union jobs across our communities.

The forthcoming two-tier code and the public interest test will not apply to wholly owned subsidiaries, despite an explicit manifesto commitment. This means that many across the public sector, working for subsidiary companies and local authority trading companies, will not be protected and that incentives will remain for public sector

organisations to make savings off the back of the inferior terms and conditions of outsourced workers.

In addition, the public interest test, as published in June, is only guidance and, along with the requirement for contracting authorities to develop insourcing strategies, will only apply to larger central government contracts – not the wider public sector.

Congress deplores the catastrophic impact of privatisation of the administration of civil service pensions, with Capita now leaving pensioners without payments, and workers delaying retirement through fear of being left without pensions.

Congress demands cessation of the government's continued contracting out to private companies like Capita who profit while delivering abysmal services, terrible working conditions and pay.

Congress is concerned that despite welcome victories for insourcing in some central government departments the overwhelming majority of outsourced workers across our publicly funded and public facing services have not benefited from insourcing.

In rail for example, despite the progress towards public ownership, there is still no plan for insourcing tens of thousands of workers employed in essential roles such as cleaners, catering, stations, security, and on the railway infrastructure, while outsourcing is also still widespread in Labour-controlled Transport for London.

Congress also welcomes the work of the TUC and affiliates to date on insourcing and agrees to continue to assist with the supporting and coordinating of insourcing campaigning.

Congress therefore agrees to campaign for the change in Labour leadership to act with urgency to:

- i. deliver a strategy and timetable for delivery of the biggest wave of insourcing in a generation and an agreement with the recognised unions for a full and urgent insourcing plan to begin the mass insourcing of public services before the next general election.
- ii. ensure that the government insourcing agenda is public sector wide – not just related to large central government contracts
- iii. bring forward a new procurement bill that will address the issues above and give the public interest legislative teeth.
- iv. prohibit the use of wholly owned subsidiary companies to employ staff as a mechanism to avoid pension obligations and other employment terms and conditions (as recommended by the UK House of Commons Education Select Committee to prevent universities denying staff access to the Teachers' Pension Scheme)
- v. bring utilities and services back into a well-funded public sector – including railways, energy, mail as well as civil service pension administration and all outsourced government contracts

- vi. transfer outsourced workers into direct public sector employment with protection of pay, pensions, continuity of service, trade union recognition and terms and conditions
- vii. remove legislative, financial and procurement barriers that prevent public bodies bringing services back in-house
- viii. ensure that restructuring of public services protects workers and is undertaken only with the consent of the impacted workers and their trade unions
- ix. strengthen trade union rights including repeal of all anti-union legislation, restoration of collective bargaining and an end to fire and rehire.
- x. ensure firefighter and public safety is not delivered for profit. Bring the Fire Service College and BRE into public ownership, insource all control rooms, appliances and other fire and rescue assets, and make the new College of Fire and Rescue publicly owned and funded, with democratic governance.

Mover: UNISON

Seconder: Public and Commercial Services Union

Supported by: National Union of Rail, Maritime and Transport Workers; University and College Union; Fire Brigades Union

38 Defending professional autonomy in public services

Professional autonomy is a cornerstone of safe, ethical and high-quality public services. For educational psychologists and other regulated professionals, independent judgement protects standards, maintains public confidence and ensures children, young people, and communities receive advice and support based on need, evidence and professional ethics.

Professions are concerned that workforce shortages, excessive workloads, and rigid managerial systems are increasingly used to restrict professional judgement. In education services, this can reduce complex work to targets, standardised templates and rationed interventions, preventing workers from delivering the highest quality of service.

Professional autonomy must sit alongside strong collective bargaining, safe workloads, adequate staffing and respect for professional ethics. Workers must be trusted, supported and protected to provide their professional opinion.

Defending professional autonomy is a trade union issue: it protects workers and ensures professional advice cannot be diluted or suppressed for financial, political or administrative convenience.

Congress calls on the General Council to:

- i. campaign for professional autonomy to be recognised as a core employment, workforce and public service issue

- ii. press government, employers, and public bodies to protect independent professional judgement in policy, funding, inspection, commissioning and employment practices
 - iii. oppose service targets and systems that undermine ethical practice, restrict professional advice or prevent professionals from acting in the best interests of service users
 - iv. promote properly funded public services with safe staffing, manageable workloads and professional freedom needed to deliver high-quality support
 - v. work with affiliates and professional bodies to defend the integrity, independence and value of professional expertise across public services.
-

Association of Educational Psychologists

AMENDMENT

'In Point ii. after commissioning add a comma and healthcare,'

Royal College of Podiatry

39 School support staff and the government

Congress notes that without the many years of work from recognised NJC trade unions (GMB, UNISON and Unite), school support staff would not have their own, non-teacher union organisation and representation. There would also be no negotiating body specifically for School Support Staff Negotiating Body (SSSNB), first conceived in the last Labour government, now being reestablished.

School support staff are facing large scale issues, including:

- i. forced academisation in England, essentially privatising the remainder of state schools, and our members' terms and conditions
- ii. the growing use of AI with limited consultation, which risks devaluing their professionalism and cutting out the essential relational element in a child's education
- iii. historical pay injustice, which GMB is fighting through numerous Equal Value claims across the country.

The SSSNB should be the forum in which these issues are resolved. However, currently, there will be no job evaluation or job profiles worked on in this parliamentary term, forcing our members to wait at least three years for this work to be started, with the risk that it never will.

Academisation, unmanaged AI rollout, and limited or no recourse on equal value claims will leave school support staff worse off and failed by this government.

Congress calls on the TUC to:

- a. pressure the government to make the SSSNB the body where school support staff can get the pay, conditions, and respect they deserve
 - b. support GMB, Unite and UNISON as the recognised school support staff unions in their negotiations with the Department for Education.
-

GMB

AMENDMENT

Add action points:

c. pressure the new Education Secretary to:

– deliver the SSSNB's original ambition

– enable the SSSNB to immediately start work on a national approach to job evaluation and role profiles

d. campaign alongside NJC unions for sufficient central funding for meaningful school support staff pay rises.

UNISON

40 Crisis in post-16 education

Congress notes:

- i. the unprecedented crisis in post-16 education, with nearly 70 per cent of universities forecasting deficits and 24 at risk of insolvency
- ii. half of UK universities have closed courses, while over 15,000 jobs has been lost, leaving remaining staff facing casualisation and excessive workloads
- iii. university employers have used subsidiary companies to remove staff from the Teachers' Pension Scheme (TPS)
- iv. chronic underfunding in further education has widened the pay gap with schoolteachers, creating a recruitment and retention crisis
- v. trade union education is a vital part of lifelong learning but has been systematically underfunded.

Congress believes:

- a. government must urgently reform post-16 education funding, regulation and governance to secure a sustainable, publicly funded system
- b. immediate action is needed to protect jobs, courses and campuses, end the use of subsidiary companies, and strengthen investment in further and trade union education through devolved funding.

Congress calls on the General Council to coordinate a national campaign calling for:

- 1. a funding settlement that restores investment, closes the further education pay gap, supports trade union education, and enables combined authorities and elected mayors to invest strategically
- 2. an independent review of higher and further education funding, regulation and governance that ends the failed market model and delivers a sustainable post-16 education system

3. an end to subsidiary companies and other employment models that undermine national terms and conditions, remove staff from TPS, or weaken collective bargaining.
-

University and College Union

41 Education funding

Congress affirms that quality education is foundational to a fair, prosperous, and cohesive society. It equips individuals with the knowledge, skills, and values to shape, sustain and defend an inclusive, cohesive, democratic society in which the rights of all citizens are equally respected and upheld.

Congress asserts that a properly funded education system empowers young people to develop critical thinking skills- the ability to analyse information; distinguish between fact and opinion; identify bias, misinformation and disinformation; challenge the false narratives that underpin the growth of the far-right; make informed contributions to public discourse and participate effectively in democracy.

Congress endorses the principle of 'preventative spend' – early investment in services to prevent health, social and economic problems from emerging and/or escalating, reducing long-term social and economic costs to individuals and society. Congress recognises that preventative spend is a proven positive alternative to short-termist policymaking.

Congress commends EIS-commissioned research by the Institute for Public Policy Research (Scotland), demonstrating that Scotland could afford, with the requisite political decision-making, to invest more in education as part of a preventative spend strategy, delivering long-term social and economic benefits.

Congress asserts that social cohesion in the UK is being undermined by the current lack of strategic investment by governments in public services, including education.

Congress, therefore, instructs the General Council to campaign for the UK government, and call on the devolved governments, to adopt preventative spend strategies, including commitment to additional ring-fenced funding for education as a fundamental social good.

Educational Institute of Scotland

AMENDMENT

Add new point:

Congress further instructs the General Council to campaign for fully funded pay awards for teachers and college staff, recognising that unfunded settlements deepen financial pressures, increase workload, reduce staffing levels and undermine the quality of education.

NASUWT

C10 SEND reform and increased funding for ASN/SEND

Composing motions 42 and 43

Congress notes that the Special Educational Needs and Disabilities (SEND) system in England is under unsustainable pressure and that sustained under-investment across public services, including education, has reduced capacity, increased workload and weakened support for children and young people with additional needs.

Congress further notes that education funding has fallen as a share of GDP since 2010, while schools and colleges face job cuts, excessive workload, falling real-terms pay and increasing expectations to meet complex needs without sufficient specialist support.

Congress believes that SEND reform must be grounded in the experience of children, families and the education workforce. Inclusion cannot mean placing more pupils in mainstream settings without the funding, staffing, specialist support, appropriate buildings, curriculum flexibility and wider services, including specialist and alternative provision, needed to meet needs effectively.

Congress endorses the principles of inclusive education and full government funding of mainstream schools for the inclusion of pupils with additional support needs (ASN)/Special Educational Needs and Disabilities (SEND), while maintaining quality special school provision for pupil placement as appropriate.

Congress echoes the calls of education unions for increased, ring-fenced funding to support all pupils with ASN/SEND.

Congress condemns the sustained failure of the UK and devolved governments to fund ASN/SEND provision adequately. Chronic underfunding has left local authorities unable to deliver the level of provision required in law, resulting in huge pressure on schools and a growing number of pupils having their needs unmet.

Congress recognises that what is often labelled as 'challenging behaviour' is the direct result of unmet additional support needs, which inhibits educational progress and limits life chances, with profound consequences; and poses significant health, safety and wellbeing risks to teachers and support staff.

Congress asserts that persistent under-investment in ASN/SEND is destabilising the entire education system – damaging the wellbeing and progress of all pupils and placing intolerable pressure on teachers and support staff.

Congress is concerned that government proposals risk weakening statutory entitlements, including education, health and care plans, and shifting responsibility onto individual schools and staff for failures elsewhere in the system.

Congress, therefore, calls on the General Council to campaign for SEND reform that:

- i. is properly funded through a long-term settlement, including increased education investment as a proportion of GDP
- ii. protects and enhances children's legal rights
- iii. tackles workload, recruitment, retention, pay and job-security pressures
- iv. integrates education, health and care
- v. ensures funding is sufficient, transparent, accountable and reaches frontline provision
- vi. places the voices of education staff at the centre of policy design.

Congress instructs the General Council to campaign for the UK government, and call on the devolved administrations, to put in place the requisite additional, ring-fenced resources to fully implement the relevant legal duties for all pupils with additional support needs and thereby improve the quality of education provision and wellbeing for all pupils, and the working conditions, health, safety and wellbeing of teachers and support staff.

Mover: NASUWT

Seconded: Educational Institute of Scotland

44 Music education

The MU believes that music education should be accessible to all regardless of ability to pay. On current funding levels, access to sustained instrumental tuition is limited to those whose families can afford it. Music hubs, which deliver instrumental lessons in state schools in England, have had stagnant funding since 2012.

Teachers working for Music Hubs have had to accept worsening and increasingly precarious terms due to flat funding and rising costs; these roles are increasingly unappealing, and music hubs are struggling to recruit the teachers they need.

We believe government should undertake a strategic review of the music education workforce, covering both music hub teachers and classroom music teachers, working alongside unions and employers. This should include consideration of pay, recruitment, retention and professional development. We also support the reinstatement of training bursaries for classroom music teachers.

The MU calls on the TUC General Council to:

- i. write to the secretary of state for education to request a review of the funding and operation of music hubs to ensure that all children can access sustained instrumental tuition, regardless of ability to pay
- ii. urge the government to undertake a review of the music education workforce – including both visiting music teachers and classroom teachers – covering pay, employment terms, recruitment, retention and professional development

- iii. request a review of the criteria by which teacher training bursaries are awarded to particular subjects, in order to ensure that all shortage subjects are covered by bursaries.
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Musicians' Union

45 Investing in early years: giving our children the best start in life

Overwhelming evidence proves that the early years of a child's life are critical to lifelong health, wellbeing and educational outcomes.

Congress notes:

- i. continuing concerns that too many children start school with delayed language, communication and social development. Meanwhile, many children with SEND do not have their needs identified early enough to receive appropriate support.
- ii. one in three children under five in the UK now live in poverty
- iii. spending on early intervention has fallen substantially over the last decade
- iv. early years services continue to face the effects of austerity, workforce shortages, service fragmentation and the Covid-19 pandemic
- v. while welcoming the introduction of best start family hubs, funding remains significantly below previous levels of investment through Sure Start
- vi. every child and family should have access to high-quality, inclusive early years services
- vii. proper investment in the early years' workforce is essential to improving children's outcomes and reducing inequalities.

Congress calls on the government to:

- a. introduce a national minimum guarantee of inclusive early years services that every family can access within their local community.
 - b. invest in rebuilding the early years workforce, including educational psychologists, health visitors and other qualified early years practitioners.
 - c. ensure children with emerging developmental needs, including SEND, receive timely identification, assessment and intervention before they start school.
 - d. extend the Experts at Hand programme proposed in the recent schools white paper to cover all early years' settings, ensuring children from birth, their families and early years practitioners have access to specialist advice and support.
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Association of Educational Psychologists

46 Accountability and safe contracting in the NHS

NHS patients expect every person supporting them in the treatment pathway to be appropriately trained and qualified; secure in an employment contract meeting basic employment standards; and free from fear and exploitation by their employer.

Many thousands of patients are being referred on for medical scans to independent providers with no apparent due diligence or accountability from the NHS referrer. The SoR's evidence shows particular concerns in ultrasound scanning, resulting from decades of structural under-investment in growing this specialist workforce capacity, and failing to close a registration loophole for some sonographers. To reduce waiting lists quickly, contracts are being let without any evident accountability.

This facilitates exploitation of vulnerable workers and increases risks for patients. SoR has evidenced people working excessive hours under threat of deportation if they challenge poor professional practice; threats to make people pay thousands to escape contracts; and abuses of wider employment rights.

Congress therefore calls on the UK government to:

- i. ensure all NHS contractors meet existing standards of employment practice, including immigration regulations before qualifying for NHS referrals
- ii. ensure all NHS bodies publish records of all outsourced work outsourced with an account of their due diligence conducted before referring patients
- iii. adapt NHS management and leadership standards to support this accountability
- iv. close the sonography registration loophole
- v. support cross-department liaison including unions and other social partners to shut down employers using modern slavery techniques in employment contracts.

SoR

AMENDMENT

Point bullet iii. after the words "NHS management and leadership standards" add "and ensure NHS organisations have the management capacity and capability to support effective governance, quality assurance and accountability in NHS contracting."

FDA

47 NHS pay

Congress notes that the system of setting pay levels in the NHS is not working for our members.

After years of austerity, we are now faced with a system that consistently fails to deliver decent, worthwhile pay which has contributed to staffing shortages in many parts of the NHS.

The NHS trade unions collectively work together to win for members but are hampered by a system that is rooted in the past. The collective strength of the unions is the only thing preventing a complete collapse of the pay system.

An antiquated pay review system together with a string of undelivered commitments from government is resulting in below inflation and demoralising pay rises for thousands of NHS staff.

Something has to be done.

Congress therefore calls on the General Council to work with the NHS trade unions to ensure that the governments across the UK recognise the need for change and work with the unions to develop systems and ensure that NHS pay is funded and fit for its purpose of giving our members decent pay.

Royal College of Podiatry

AMENDMENT

At the end of paragraph 5, after 'decent pay', delete: '.' and insert "including:"

After paragraph 5, insert:

- "1. restoring staff pay in real terms to pre-austerity levels
2. sufficiently funding staff pay without taking from NHS Trust budgets
3. more funding for the NHS in devolved nations
4. commencing pay negotiations with NHS unions to deliver pay based on workforce need, not central government pay policy."

GMB

C11 Student loan forgiveness, anchor employers, graduate guarantees and the NHS workforce

Composing motion 48 plus amendment and motion 49

Congress notes that NHS organisations – often the largest employer in local areas – are crucial for the provision of early career, clinical and support worker roles.

Secure, well-unionised, early career roles are vital for young people. They are also the entry points onto the clinical pathways that serve our population's diverse health needs.

However, Congress notes that these pathways are increasingly blocked by recruitment freezes and short-term cuts.

The percentage of physiotherapy staff facing recruitment freezes rose from 39 per cent to 65 per cent in 2025 alone. Jobs are particularly scarce for new graduates, who are now significantly more likely to still be job-hunting six months after qualifying than the 2022 cohort.

Congress believes job freezes are bad for patients – the NHS 10-year plan cannot be delivered without expanding the physiotherapy workforce, let alone while cutting it. They are bad for local labour markets and deepen regional inequalities – with many young people, care leavers and residents of deprived boroughs experiencing entrenched unemployment.

Congress notes that seven per cent of physiotherapy staff leave the NHS annually – a higher rate than nursing – with half of these leaving within the first five years of their careers.

Most of these leavers remain state registered as physiotherapists, but their skills are lost to the NHS and its patients.

Congress believes that a service linked loan-forgiveness scheme - available to staff joining the NHS, its sub-contracted services, local government and charities – would help the public sector retain early-career physiotherapists and other clinical staff.

Congress believes such a scheme would be economically progressive: in 2023, the government was warned that incoming changes to student finances – including the lowering of the repayment threshold to £25,000 earnings and extending repayment terms from 30 to 40 years – would cost low- and middle-earning physiotherapy staff a projected £30,000, and effective operating as a regressive graduate tax.

To strengthen the NHS's role as an anchor institution for local youth employment, Congress calls on the TUC to lobby the Department of Health and Social Care to:

- i. extend the nursing and midwifery graduate guarantee to newly qualified physiotherapists and Allied Health Professionals
- ii. require and fund integrated care systems to coordinate place-based recruitment strategies with local authorities, universities and local statutory duty bearers
- iii. Ensure adequate and fair devolved funding, and reflected accountability, to secure this across all of the UK nations.

Congress calls on the TUC to work with the Treasury and the Department for Education to introduce a service-linked loan forgiveness scheme for physiotherapy staff and other clinicians working in the NHS and wider public sector.

Mover: Chartered Society of Physiotherapy
Seconder: SoR

50 Safe staffing equals safe care

Congress notes that maternity services across the UK are being pushed beyond safe limits by years of understaffing, underinvestment and increasing demand. Midwives, maternity support workers and student midwives are working in conditions that are neither safe nor sustainable.

Congress is alarmed that 45 per cent of midwives reported experiencing burnout often or always. A recent RCM survey showed that 93 per cent of maternity staff said staffing levels directly affect the quality of care they can provide. During the survey week, 77 per cent said their unit was unsafely staffed. At the same time, maternal deaths are now 20 per cent higher than a decade ago.

Congress recognises that safe staffing is not simply a workforce issue; it is a patient safety issue, a women's health issue and a workers' rights issue. Staff cannot continue to carry the burden of systemic failure while employers and governments fail to provide the investment needed to deliver safe care.

Congress therefore calls on the TUC to campaign alongside affiliated unions for governments across the UK to deliver sustained investment in safe maternity staffing and invest in safe and modern maternity estates, and ensure staff have the time and resources to deliver equitable, high-quality care.

Congress further calls on the TUC to reaffirm that no healthcare worker should be expected to routinely work beyond safe limits or without breaks, and that protecting the wellbeing of maternity staff is essential to protecting the safety of every woman, baby and family who depends on NHS maternity services.

Royal College of Midwives

51 Tackling racism in maternity services

Congress notes that racism within maternity services remains a serious public health and workplace issue. The recent Baroness Amos Review exposed systemic racism, unsafe staffing, discrimination, poor workplace cultures and a lack of accountability across maternity and neonatal services. These findings reinforce longstanding evidence that Black women continue to experience poorer outcomes and are significantly less likely to receive equitable and compassionate care. Black women remain almost three times more likely to die during pregnancy or shortly after birth than white women.

Congress believes these inequalities are neither inevitable nor acceptable. Racism has no place in our NHS. It undermines trust, damages the wellbeing of staff and patients, and prevents maternity staff from delivering the high-quality care every family deserves. Employers and government have a shared responsibility to tackle structural racism, and ensure services are safe, inclusive and accountable.

Congress therefore calls on the government, NHS employers and all UK administrations to deliver a fully funded programme of action to eliminate racial inequalities in maternity services by:

- i. introducing mandatory anti-racism and cultural competence training for all maternity staff
- ii. investing in safe staffing to ensure every woman receives personalised care
- iii. strengthening accountability and leadership that reflects Black women, families and staff
- iv. improving national data collection, reporting and engagement with affected communities to drive measurable improvements in outcomes.

Congress further calls on the TUC to work with affiliated unions to challenge racism wherever it exists and campaign for maternity services that are safe, equitable and respectful for every woman, baby and family.

Royal College of Midwives

52 Supporting effective management in the NHS

Congress believes that good management is fundamental to patient safety and a well-functioning NHS. As one of the world's largest and most complex employers, the NHS depends on managers to provide leadership, ensure robust governance, manage resources and support the delivery of safe, innovative and efficient services.

Congress notes that effective managers develop staff, foster inclusive workplaces and ensure services meet public need. Working alongside clinical and non-clinical staff, they are essential to improving access to services, adopting new technologies and delivering high-quality care.

Congress recognises that NHS managers are working people in their own right. They share the same commitment to public service and face many of the same workplace challenges as colleagues. As part of an organised workforce, managers strengthen partnership working and industrial relations, benefiting all NHS staff.

Congress is concerned that repeated, poorly planned organisational change and disproportionate reductions in management capacity risk undermining NHS reform and productivity. Reductions in management capacity can shift essential operational responsibilities onto clinical teams and weaken services' ability to improve.

Congress, therefore, calls on the General Council to:

- i. recognise the vital contribution of managers to NHS services
- ii. oppose restructuring that targets management capacity without evidence
- iii. affirm that successful NHS reform requires strong management capability

- iv. work with government to develop an equality-assessed, credible and fully resourced plan for NHS management
 - v. work with government to ensure sustained investment in NHS leadership and management capability to deliver safe, high-quality patient care.
-

FDA

53 Improving working conditions and recognition for dietetic support workforce

Congress notes that:

- i. recent research undertaken by King's College London, *The Cavendish Review: Ten years on* (Griffin *et al*, 2024), found that the AHP support workforce, including dietetic support workers and dietetic assistant practitioners, continue to feel undervalued
- ii. the majority of the AHP support workforce feel they are underpaid for the work they undertake and could contribute more if they had greater access to learning and development
- iii. other barriers included lack of information about career progression, limited manager support, poor quality appraisals and personal development plans. Almost a third strongly aspired to become registered professionals but needed more support.

Congress believes that the dietetic support workforce is an essential part of the NHS workforce and must be properly valued, supported and fairly rewarded.

Congress calls on the TUC to work with health unions and professional bodies to campaign for NHS organisations across the four nations to:

- a. remove barriers to career progression by improving access to career planning and implementing UK-wide career development frameworks for the AHP support workforce
 - b. promote fair pay for all AHPs using existing Agenda for Change pathways, including job evaluation, and ensure equal pay for work of equal value in line with legal and contractual requirements
 - c. ensure the AHP support workforce is recognised in workforce planning, supported by robust workforce data to better understand their deployment, contribution and impact
 - d. invest in career progression pathways for the dietetic support workforce, including routes into registered dietitian roles, through apprenticeships and other higher education opportunities.
-

AMENDMENT

Part d. after “for the dietetic support workforce” add “and other allied health professions”.

Between “registered dietician roles” delete “dietician” and replace with “Allied Health Profession”

SoR

54 Review of the civil service

Congress recognises that an effective and efficient civil service is vital to the health, wealth and security of our country. Collecting tax, delivering welfare, protecting our borders, supporting our armed forces, addressing climate change, the list is almost endless. The civil service helps fund, manage, regulate and deliver almost all public services.

A permanent, impartial civil service, recruited solely on merit also supports good government and governance, serving not only the government of the day, but ensuring it can serve future governments. Supporting ministers, drafting legislation and leading the country’s response to crisis at home or abroad.

Ensuring the civil service has the right people, skills and technology to deliver and is representative of the country it serves is critical for any government. Congress therefore welcomes the announcement of a fundamental wide-ranging review into the constitution, organisation and performance of the permanent civil service, led by the cabinet secretary.

The TUC, as the country’s leading voice of working people, should contribute to the review. Congress therefore calls upon the General Council to engage with the cabinet secretary to determine how the TUC can meaningfully contribute to the review, seeking evidence from affiliates to help support its contribution.

FDA

AMENDMENT

After “cabinet secretary.” add new paragraph:

“The government’s Rewiring the State proposals would radically change the civil service. The principle of universal provision for all, and the avoidance of a postcode lottery of services must be retained. The job security, pay, pensions and other terms and conditions of the staff delivering these services must be protected.”

Public and Commercial Services Union

55 Own Our Trains

Congress commends ASLEF’s campaign ‘Own Our Trains’ which highlights the massive loss of public funding caused by leasing rolling stock through Rolling Stock Companies (ROSCOs).

Congress notes that, in 2024–25, 30.6 per cent of train operator expenditure was spent on leasing costs and that the use of private finance is up to 70 per cent more expensive than publicly financed investment.

Congress agrees with ASLEF that this money could be better spent on investing in railway infrastructure and lowering ticket prices to promote modal shift to public transport.

Congress also agrees that the use of ROSCOs means money is lost to the railway via shareholder profits at a time when we are bringing passenger franchises back into public ownership to avoid this very issue. Further, ROSCOs present a barrier to the effective planning of the railway with third party agreement needing to be sought when rolling stock needs to be renewed and upgraded and with contracts needing to be changed to enable rolling stock to be cascaded.

Congress recognises the need for a better system for financing rolling stock which will result in public ownership and control and will continue to lobby for this as part of the ongoing campaign for the delivery of a progressive transport agenda.

Therefore, Congress calls on the TUC General Council to:

- i. endorse and support ASLEF's 'Own Our Trains' campaign
 - ii. lobby the government to use alternatives to financing rolling stock which will remove the profiteering of ROSCOs and result in public ownership.
-

ASLEF

56 A Great British Railways that works for all

Congress welcomes the creation of Great British Railways (GBR), which should be the opportunity to end profiteering in the sector and build a railway that works for all.

Congress therefore strongly opposes the proposed 870 job cuts at Network Rail (NR) attributed to insufficient funding for the current control period; subsequent job losses in infrastructure companies; and job losses at Southeastern imposed in the transition to the new GBR structures. Congress believes that railway capacity should expand significantly to boost productivity, connect communities, and meet our climate obligations, and that we consequently need substantially more good green rail jobs, not less.

Congress is concerned that:

- i. in some TUPEs preparing for the transition, trade unions have been derecognised, such as from NR to Platform 4
- ii. there have been attacks on rail workers' travel facilities in the transition
- iii. there has been a lack of transparency about the new structures and how they will operate
- iv. the Railways Bill does not include measures to protect pensions in the transfer in a similar manner to the Railways Act 1993.

Congress, therefore, calls on the TUC General Council to support TSSA's campaign for:

- a. guaranteed job protection throughout the GBR transition
- b. protections for pensions
- c. levelling up pay, terms, conditions and travel facilities for all staff
- d. GBR to be one national employer with collective bargaining agreements covering every worker in the company, including management grades.

And for the TUC general secretary to write to relevant ministers expressing these concerns.

Transport Salaried Staffs' Association

AMENDMENT

Paragraph 4 after "TSSA's" insert,
"and other rail affiliates"

Insert new final paragraph at end of motion,

"Finally, Congress is concerned that the government has continued to preside over a fragmented, divisive and incoherent approach to rail industrial relations and demands government urgently agree and implement with affiliates a unified, national approach to bargaining and workforce planning."

National Union of Rail, Maritime and Transport Workers

57 Hands off collective bargaining

Congress welcomes the Public Sector Forum between employers, government and trade unions.

Dialogue of this type is long overdue and is in marked contrast to the negative attitudes to trade unions and decent working conditions adopted by the last administration.

Congress acknowledges the challenges ahead for the parties to this tripartite arrangement, when considering the need for fair pay and suitable investment that align with commitments made in the government's manifesto.

Nevertheless, Congress is deeply concerned by developments that occurred during 2025–2026 pay negotiations in one major public sector department. Here, following a protracted period of dialogue and an unacceptable offer, a final proposal emerged which was subject to demands by Treasury and Cabinet Office officials about what the trade unions involved could say or recommend to their members.

Napo is especially grateful to the TUC for their assistance in helping to resolve the impasse, but Congress agrees that interference of this kind in collective bargaining is totally unacceptable.

It is a fundamental right of a trade union to act in the best interests of its members and Congress instructs the TUC representatives to the Public Sector Forum to seek to establish and maintain this important principle.

Napo

58 Insufficient staffing threatens major reforms to probation and Cafcass Services

Congress notes the potentially positive developments arising from government policies relating to the Sentencing Act and the implementation of child-focused courts.

If operated within the Probation Service to their maximum potential, the impact on prison capacity, and the expected reduction in offending will be beneficial to society.

In the case of the reforms within the family courts, these will bring the prospect of easier and less costly mediated resolutions to parties who are going through especially difficult times. The beneficiaries of this will be children, who are all too often negatively impacted by protracted family discord.

These are welcome initiatives but jeopardised by the fact that existing staffing and resourcing in both probation and Cafcass is inadequate.

Congress therefore instructs the General Council to engage urgently with appropriate government ministers to review the current status of the probation service within the Ministry of Justice. The objectives being to determine its suitability or otherwise to remain as part of HMPPS, and to endorse the call by Napo for emergency investment in the service to remedy the current workload and staffing crisis

In Cafcass, there is a similar need for a fundamental review of its effectiveness under the auspices of the MoJ, but meanwhile, Congress instructs the General Council to press the government for a review of the impact of child-focused courts on current staffing levels, together with the emergency allocation of resources to ensure that the organisation attracts the staff it needs to guarantee the success of this programme.

Napo

C12 Strengthening procurement for re-industrialisation and backing steel communities

Composing motions 59 and 60 plus amendments

Congress notes that the Labour Party's 2024 manifesto included bold plans for procurement.

Congress believes that the Labour government must use public procurement to drive re-industrialisation, as part of an industrial strategy that rebuilds our country, strengthens supply chains and creates good jobs.

De-industrialisation has cut the heart from communities that were once proud homes to businesses built on cutting-edge technology and manufacturing, delivered by skilled, unionised workforces.

Vital industries, such as shipbuilding, fabrication, and steel, lack necessary investment and support, leaving them at huge disadvantage when trying to win tenders for critical defence and energy security infrastructure projects. We are missing tens of thousands of promised unionised jobs in renewables as a result.

The strategic importance of our steel industry is essential to the UK's national security, economic resilience and sustainment of good jobs in regions that need them most. Workers in steel and their communities have endured years of uncertainty, underinvestment and unfair competition, while too often public money has been wasted on importing steel from abroad rather than strengthening the industry at home. There is an urgent need to improve domestic steel procurement in the energy sector, construction, transport, defence and other major infrastructure projects.

Congress notes the publication of Procurement Policy Note 025, which recognises steel as a critical sector and states that public procurement should be used more strategically to protect national security, strengthen domestic capability and reduce exposure to supply chain shocks. While this policy is a welcome step in the right direction, it will not cover projects delivered by private companies, even when they receive support from the taxpayer.

The government's own steel strategy highlights that strengthening procurement of domestic steel in state-funded projects that do not fall under the public procurement regime is critical to protecting British jobs in steel.

Congress also notes that it is a false economy to award valuable public contracts to seemingly cheaper manufacturers on the other side of the world. Such arrangements can also be associated with poor labour standards, human rights abuses and carbon-intensive production methods. Offshoring emissions and exploitation do not leave the planet, workers or the UK economy in a better position. Apparent headline savings from overseas suppliers are often undermined by sizeable transportation costs and do not factor in the significant loss of opportunities for UK supply chains.

As the government makes significant investments across key sectors such as energy, defence, and technology, it must apply clear and consistent conditions, ensuring that private companies that benefit from these investments provide good quality, unionised jobs. Any outdated legislation that hinders this must be removed as soon as possible.

Congress calls on the TUC to:

- i. put pressure on the government to keep to their stated ambitions for procurement and back British manufacturing
- ii. work with GMB and other affiliates to promote investment for re-industrialisation, including vocational education
- iii. campaign for a stronger steel procurement framework that extends requirements to procure steel strategically to all entities that benefit from public money whether through subsidies, grants, government-backed loans or contracts for

difference; and ensures public investment supports domestic jobs, strengthens national security and enhances our economic resilience.

- iv. campaign for procurement rules that require:
 - recognised collective bargaining arrangements
 - workforce development plans
 - UK training opportunities
 - greater measurable social value commitments throughout supply chains benefiting from public funds.

Mover: GMB

Seconder: Community

Supported by: Prospect; Nautilus International

C13 Artificial Intelligence at work – a just transition through worker voice for the benefit of workers and society

Composing motions 61 and 62 plus amendments

Congress notes that Artificial Intelligence (AI) is rapidly changing society and the world of work, transforming workplaces across every sector, including financial services, where it is increasingly used in customer service, recruitment, lending, compliance, performance management and workforce planning. The UK is a global leader in AI, yet government policy has failed to keep pace with the deployment of these technologies in workplaces. AI is too often introduced without meaningful worker involvement, with the benefits flowing to big tech while the harms are borne by working people.

While AI can improve productivity and services and potentially eliminate drudgery for some workers, it also risks deskilling, job displacement, increased surveillance, work intensification, exploitation, and widening inequality if introduced without worker involvement.

Entry level and administrative roles – often the starting point for people beginning their careers – are particularly vulnerable to automation. These workers may be less technologically confident and not properly considered when change is being implemented.

Congress further notes that women workers remain disproportionately represented in many occupations. Poorly managed AI implementation therefore risks reinforcing existing inequalities unless equality is considered from the outset.

Congress believes AI should enhance workers, not replace them. AI must not be used as an excuse for unnecessary job displacements, offshoring, to weaken workers' rights and concentrate economic power. Workers and their recognised trade unions must have a legal voice before AI is introduced to ensure any change is beneficial for employees.

This requires a strategy from government that places workers and the public interest at its heart, backed by democratic oversight and accountability. A critical evaluation of the use of AI and its impact on the fundamental human skill set necessary for learning is essential.

Congress, therefore, calls on the government to:

- i. introduce a new national AI plan that places workers' rights and public safety on an equal footing with economic growth and national security, while resisting undue influence from the big tech lobby
- ii. provide national and regional leadership on AI, with trade unions embedded in decision-making and investment strategies to ensure technological change benefits society as a whole
- iii. deliver worker-first AI policies alongside procurement rules that attach strong labour standards to public investment, and procurement that embeds worker voice and avoids big tech lock-in.
- iv. lead by example in public sector digitalisation, with a statutory duty on public bodies to disclose AI use and consult trade unions before deployment, and proper training for all staff
- v. create a new regulatory framework, alongside stronger statutory powers of enforcement by the Fair Work Agency, to hold employers and technology companies accountable.
- vi. ensure the introduction of new digital tools align with an education system that champions creativity and professional autonomy for educators.

Congress calls on the General Council to:

- a. campaign for legislation requiring employers to engage, consult and negotiate with recognised trade unions before implementing AI that affects jobs, terms and conditions or ways of working, and embed employee training and upskilling into their strategy
- b. lobby for mandatory workforce and equality impact assessments
- c. promote protections for apprenticeships and entry level opportunities
- d. develop model collective bargaining agreements to ensure AI delivers a just transition that benefits workers and society alike.

Mover: Communication Workers Union

Seconded by: Aegis

Supported by: UNISON; National Education Union; Union of Shop, Distributive and Allied Workers

63 AI: the need for workers protection, transparency and justice

Congress notes:

- i. the success of the campaign against the government's disgraceful attempt to allow AI companies to use artists' work to train their models without consent. The campaign by the UK creative trade unions, including Artists' Union England, meant the government's proposal was resoundingly defeated
- ii. the government's continued delay in introducing a bill to regulate AI.
- iii. unrestricted AI is a threat to democratic governments, through its ability to enable a few powerful individuals to manipulate the media and control information
- iv. AI carries inherent biases, consequentially increasing inequalities within societies
- v. unregulated AI data centres are a threat to the environment because of their enormous requirements for power and water.

Congress instructs the TUC General Council to:

- a. ensure the rights of all workers are protected from AI companies stealing their creative work and actively campaign for the protection of creative workers' copyright
- b. campaign for transparency of production on all products, media and creative works created by AI
- c. lobby the government to collect data and information regarding equality implications and in particular the numbers of jobs lost to AI in the public and private sectors, and creative self-employed workers
- d. campaign to restrict the development of data centres, to ensure power and water consumption don't accelerate the climate crisis, putting communities at risk
- e. demand the government signs existing international agreements regulating AI development in order to protect workers and communities while encouraging innovation
- f. work globally with other unions, campaigning to develop AI that is open, transparent, ethical and safe.

Artists' Union England

64 New rights to address AI-generated digital replicas

Congress notes that:

- i. AI tools to create a digital replica of an individual's likeness are now widely available
- ii. many performers, particularly voice artists, have found that after a recording session for a particular purpose, their voice has been cloned and used for other commercial purposes without consent or pay
- iii. unauthorised digital replicas undermine performers' income and personal autonomy and pose a threat to the sustainability of careers in performance
- iv. current rights, such as under UK GDPR and intellectual property, are uncertain and patchy on how they apply in this context and do not provide adequate protection
- v. more widely, any individual, particularly women, may be subject to a degrading or misleading 'deepfake' of their likeness disseminated online.

Therefore, Congress calls on the TUC to:

- a. lobby the government to introduce personality rights, to give performers a clear route to control and license digital replicas within agreed limits, and to give all individuals a clear right to object to a harmful digital replica
- b. new rights should be enforceable via mechanisms familiar to copyright enforcement, such as notice-and-takedown and compensation for commercial uses
- c. support licensing for any new rights via existing collective bargaining mechanisms.

Equity

AMENDMENT

Append new point:

d. ensure that any new rights are legislated to explicitly protect the ability of news gatherers to take photographs and video for the purposes of reporting without fresh hindrance, lest they provide a new way to avoid cases of legitimate public scrutiny, or prevent the ethical documenting of everyday life.

National Union of Journalists

65 Writers and AI

Writers in the UK are seeing the industrial-scale theft of their work to train large language models, in breach of existing copyright law.

In addition, many writers rely on supplementary work to boost their income, which is notoriously precarious, and are seeing both writing and non-writing jobs being replaced by AI.

The government has said it is committed to protecting copyright and has put the creative industries at the heart of its growth strategy, yet we are still waiting for

concrete action – leading many to believe that the government is siding with big tech over creators.

We call on Congress to support campaigns calling on government to introduce urgent regulation (including transparency measures), to enforce and strengthen existing UK copyright legislation, and to protect jobs in the creative industries in an age of AI.

Writers' Guild of Great Britain

AMENDMENT

After point 1 insert 2 new points:

2. ensure that creative workers, including journalists, are compensated for the use of their work in "training" AI systems
3. ensure that future "training" use is permitted only where the creative worker has granted permission ("opted in")

National Union of Journalists

C14 Climate heat emergency

Composing motion 66 plus amendments and motion 67

Congress notes that recent scorching weather brought health and safety risks, disruption and chaos across the economy – including to the railways and schools.

Congress recognises the increased incidence of wildfires across the UK and applauds the firefighters and other workers responding.

Conference believes that action on climate change must be a priority for unions. The safety of members and the most vulnerable in society depends on it.

Congress notes progress made and commends the ongoing campaign to introduce a legal maximum workplace temperature.

Congress is however concerned that the current UK government's intention to review maximum temperature health and safety guidance will not deliver the required changes. Congress still believes that introducing legislation to set a maximum temperature and ensure employers have a duty to address and mitigate circumstances of working in extreme temperatures is needed.

At present, employers in the transport sector often advise workers to drink plenty of water when working in hot weather but often fail to then provide access to appropriate welfare facilities – as ASLEF's Dignity for Drivers campaign is calling for.

Congress is further concerned with the increase in anti-net zero rhetoric being exhibited by populist parties such as Reform UK and the impact such policies would have on the climate, leading to more extreme temperatures and ultimately the worsening of working conditions and job losses. This is not the moment for government to recoil from net zero commitments. We must redouble efforts to mitigate climate change and adapt to its consequences.

This is also an opportunity to build stronger unions, harnessing the anger of workers, to demand resilient schools and other public buildings, and healthier workplaces overall.

Congress resolves to campaign for:

- i. a legally enforceable maximum working indoor temperature to reference 26C, with stronger legal protections for those more vulnerable to extreme heat because of pregnancy or underlying medical conditions and who require individual risk assessments, highlighting in the campaign the realities for workers across multiple sectors of working in extreme heat
- ii. government investment to make critical infrastructure, schools, hospitals and public transport, climate resilient, inclusive of reversing cuts to maintenance and renewals budgets on the railways
- iii. government funding to install solar panels across all public buildings, lowering bills and mitigating against further climate change
- iv. a legal right to paid time off for green reps to undertake duties and receive training
- v. government implementation of the recommendations in the report *A Well-Adapted UK* by the Climate Change Committee
- vi. government implementation of its promised Green New Deal
- vii. government funding of community hubs in public spaces with active cooling measures to offer refuge in extreme heat and shelter from the cold in winter
- viii. the FBU's call for a National Wildfire Summit
- ix. an increase in the number of firefighters and provision of the required equipment to tackle these increasing wildfire risks.

Congress calls on the TUC General Council to:

- a. continue to publicly call out the dangers of climate change denial and the anti-net zero rhetoric, with a focus on the impact such policies will have on workers.

Mover: National Education Union

Seconder: ASLEF

Supported by: Fire Brigades Union

68 Cleaner politics

Congress notes that:

- i. there has been a significant rise in large political donations, particularly from individual overseas donors, including record-breaking contributions to parties such as Reform from wealthy individuals like crypto billionaire Chris Harborne
- ii. dark money is flowing into UK politics with insufficient transparency or regulation. These funding streams are disproportionately benefiting far-right actors
- iii. TUC polling shows that more than half of voters support a permanent ban on political donations using cryptocurrencies and three in five support banning donations to political parties from overseas individuals or organisations.

Congress believes that:

- a. the result of this is diminished trust in democracy, that the far right seeks to exploit, and the threat of political capture by the unaccountable super-rich
- b. the government's Representation of the People Bill, which seeks to address these problems through a cap on donations from overseas voters and a moratorium on crypto donations, is welcome but could be strengthened further.

Congress resolves to:

1. campaign for clear reforms around the rise of unregulated, overseas funding of far-right parties
2. seek to strengthen Labour's reforms through:
 - a permanent ban on political donations via cryptocurrencies – to prevent anonymous and untraceable funding
 - closing foreign interference – by banning donations from any electors who are not domiciled in the UK for tax purposes
 - stronger regulation of overseas funding of digital campaigning (AI and social media) to prevent disinformation.

Accord

69 Cabotage, coastal community wealth building and resilience

This Congress recognises the strategic importance of maritime to the United Kingdom, with around 90 per cent of UK traded goods moved by sea.

This Congress is concerned that the UK maritime workforce remains modest in size, with just over 24,500 UK seafarers active at sea, and that long-term decline threatens the sustainability of maritime skills and coastal communities.

This Congress notes that more than 100 states, covering the vast majority of the world's coastline, have enacted and enforced cabotage laws or equivalent protections to support domestic shipping, jobs and resilience.

This Congress further notes warnings that the wider UK seafaring community could fall substantially by 2040 if urgent action is not taken.

This Congress believes that cabotage and linked domestic employment measures can rebuild maritime jobs, strengthen supply chains and deliver community wealth building in coastal areas.

Congress therefore calls on the TUC to support Nautilus International and other maritime trade unions to:

- i. support the introduction of UK cabotage legislation or equivalent measures
 - ii. link public support for shipping, ports and offshore sectors to UK jobs, training and collective bargaining
 - iii. support action against offshore employment models that undercut labour standards
 - iv. promote investment in maritime skills and coastal careers
 - v. press government to treat maritime capability as a core element of national resilience and national security.
-

Nautilus International

70 The future of financial services – delivering shared prosperity for workers and communities

Congress notes that financial services remain one of the United Kingdom's most important industries, employing over one million workers, generating substantial wealth for the UK economy.

The sector is experiencing unprecedented transformation through Artificial Intelligence, automation, digitalisation and regulatory change.

Congress further notes that workers continue to drive productivity, innovation and profitability while many face restructuring, increasing workloads, wage restraint and job insecurity. Women workers remain disproportionately represented in many customer service, operational and entry-level roles within the sector, while caring responsibilities continue to fall disproportionately upon them, affecting career progression and access to opportunity. Technological change must not deepen these inequalities.

Congress is concerned that, while executive remuneration and bonus payments have continued to rise across the sector, the wealth created by workers is increasingly concentrated amongst a small number of senior executives and shareholders.

Congress believes that the future success of financial services depends upon investing in its workforce and ensuring that the prosperity workers create is shared

more fairly. Economic growth should strengthen workers, communities and public services – not simply reward those at the very top.

Congress therefore calls on the General Council to campaign for a national strategy for the future of financial services; promote partnership between government, employers and trade unions; support stronger collective bargaining and fair profit-sharing; lobby for action to tackle excessive executive remuneration and bonus inequality; and promote reforms that encourage greater investment in workforce pay, skills, equality and public services through a fairer distribution of the wealth generated by the sector.

Aegis

C15 Protecting public service broadcasting

Composing motions 71 and 72

Congress notes the grave threats facing public service broadcasters (PSBs). In an era of disinformation and corporate media dominance, universally accessible PSBs are fundamental to upholding democracy. Yet they have been undermined by decades of interference and underinvestment.

Congress recognises that properly funded PSBs support the economy and creative industries. Despite a 30 per cent real-terms budget cut since 2010, the BBC serves 94 per cent of adults every month and generates £6.7bn each year, engaging thousands of freelancers and employing 20,000 staff.

In the past 10 years, we have seen sustained cuts to, and attacks against, the BBC. This summer, the corporation announced it was cutting 550 jobs as part of a longer-term plan to slash £500m from its budget. More cuts are due to follow.

Congress is alarmed by BBC management's plans to cut around 2,000 jobs - and the impact this will have on workers, programming, and communities across the country. STV has also recently cut jobs and local programming, while workers at ITV are concerned by the implications of a potential takeover by US giant Comcast.

Congress expresses solidarity with BBC workers and support for the NUJ's 'Back the BBC' campaign. The renewal of the BBC Charter offers an opportunity to secure the resources and reforms the BBC needs to provide a quality public service, free from political or commercial interference.

Congress instructs the General Council to:

- i. sound the alarm on BBC cuts and call for urgent government intervention
- ii. urge the government to protect and invest in all public service broadcasting
- iii. campaign to generate public support for workers and the BBC, amplifying calls by the NUJ and other BEAU unions throughout charter renewal – including sustainable funding, gold standard employment rights, worker representation on the BBC board and an end to political appointments

- iv. support union campaigns against job cuts at the BBC, to protect content and to secure the long-term financial security and editorial independence of our oldest public service broadcaster.

Mover: National Union of Journalists
Seconded: Writers' Guild of Great Britain

73 Keep music live

Touring theatre productions and some West End musicals are increasingly using technology to replace live musicians or reduce band sizes. 'Key comp' is a system that can be played by keyboard players to replicate the sounds of various musical instruments. This is something Musicians' Union (MU) members, including keyboard players, are very concerned about.

At a time when streaming royalties are so low and AI poses an increasing risk to musicians' careers, we must fight to maintain live musicians' jobs in the theatre. And we know live music is what audiences want and expect.

The live experience of theatre is special and unique and supports creative jobs across musicians, actors, technicians and other professionals. The UK punches well above its weight in live theatre, and we must not allow this incredible industry to be watered down.

We call on the TUC to:

- i. support the MU's Keep Music Live campaign and individual workplace campaigns when live music is replaced with recordings on theatrical productions
- ii. write to the secretary of state for culture to emphasise the importance of an increase in arts funding, which has been at a standstill for many years, in order to properly fund the live experience.

Musicians' Union

74 Europe

Congress notes the government's stated intention to negotiate an ambitious new relationship with the EU.

Brexit has had a significant negative impact on the economy. Studies suggest GDP may be reduced by up to eight per cent, with consequences for jobs, investment and workplace security. Barriers to trade, collaboration and mobility have reduced opportunities and weakened long-term growth.

Congress believes that without ongoing alignment with evolving EU workplace laws delivered through the European Social Model, UK workers risk falling behind on issues such as minimum wages, collective bargaining, voice in multinational companies, pay transparency and work-life balance.

More fundamentally, as the world adjusts to the instability caused by President Trump, more issues that are vital to the interests of UK workers, from defence industrial strategy to the regulation of AI, are being decided at EU level. The UK does not have a seat at the table for these discussions, and UK workers will suffer as a result.

Congress instructs the General Council to:

- i. develop and implement a strategy to persuade the government to negotiate the deepest possible partnership with the EU, prioritising the needs of working people. This partnership should be guided by the national interest, not by arbitrary red lines, and no options should be off the table
 - ii. work in solidarity with like-minded union confederations in Europe to build coordinated pressure for a close, worker-focused, UK-EU relationship.
-

Prospect

AMENDMENT

After para six add:

iii. lobby for better alignment with the EU on trade measures including CBAM, to ensure UK producers have smoother access to EU markets and so that unfairly traded and high carbon products are not diverted into UK markets due to our having in place weaker trade measures than the EU.

Community

75 Building real security

Congress notes:

- i. Congress's support for the Wages Not Weapons campaign, prioritising investment in workers and public services.
- ii. working people in the UK face insecurity arising from conflict, inequality, attacks on democratic rights, economic instability and climate change
- iii. the work of the ITUC and ETUC in promoting peace, social justice, democracy and common security.

Congress believes:

- a. real security is built through decent work, strong public services, social protection, democratic institutions, environmental sustainability and international cooperation
- b. lasting security is advanced through social justice, diplomacy, peacebuilding, human rights and respect for international law
- c. protecting fundamental rights and freedoms includes defending the right to conscientious objection.

Congress, therefore, calls on the General Council to:

1. build on the Wages Not Weapons campaign by advancing a trade union vision of security based on decent work, quality public services, equality, climate action, democracy and peace
 2. campaign for sustained public investment in health, education, housing, social care, social security and climate resilient
 3. raise awareness of fundamental rights, including the right to conscientious objection and opposition to compulsory military service in the UK
 4. work with the ITUC, ETUC and other partners to promote conflict prevention, diplomacy, international cooperation, human rights and respect for international law
 5. report to Congress on progress in advancing this agenda.
-

University and College Union

AMENDMENT

Insert into point b. after "social security" before "and" insert the words
creative arts

Artists' Union England

76 End the siege of Cuba

Congress notes with grave concern the executive orders signed by US President Donald Trump in 2026, which imposed an oil blockade of Cuba and threatened punitive extraterritorial measures against countries, companies and individuals supplying fuel to, or conducting legitimate trade with, the island.

Congress rejects US attempts to portray Cuba as a threat and further notes with alarm repeated threats of military intervention made by the Trump administration.

Congress believes these measures represent a dangerous escalation of the 66-year US blockade, repeatedly condemned by most countries at the United Nations. Prolonged power cuts and worsening shortages of food, medicines and other essential goods have placed immense pressure on workers and public services, including hospitals, schools, transport and water systems. This collective punishment of the Cuban people has contributed to rising infant mortality and declining life expectancy.

Congress welcomes and supports the urgent call for peace and sovereignty, signed by 28 British trade union general secretaries and the TUC, and congratulates the Cuba Solidarity Campaign and affiliated unions for delivering 15 consignments of medical and food aid worth more than £2m through the Cuba Vive appeal.

Congress resolves to:

- i. call on the UK government to oppose the extra territorial application of U.S. sanctions, reject any US military intervention against Cuba and provide humanitarian assistance to the Cuban people
 - ii. support the campaigns and humanitarian appeals of the Cuba Solidarity Campaign and encourage affiliated unions to promote them among their members.
-

POA

77 Palestine: support for boycott, divestment and sanctions

Congress notes:

- i. the catastrophic destruction of Gaza, including infrastructure, hospitals, schools, and universities, following Israel's genocidal assault since 2023, killing over 70,000 Palestinians, displacing millions, and increase in illegal settlements, military occupation and apartheid
- ii. findings by UN bodies and human rights organisations documenting grave violations of international law including genocide, war crimes and crimes against humanity
- iii. the global Palestinian-led movement for boycott, divestment and sanctions initiated by Palestinian civil society including trade unions
- iv. ongoing government efforts to discourage and censure Palestine solidarity, including within art and culture.

Congress believes:

- a. trade unions need to answer the call of Palestinian workers for solidarity
- b. BDS is an effective strategy to pressure Israel to comply with international law and end its ongoing genocide, system of apartheid, occupation and denial of the right of return for refugees
- c. the trade union movement has a proud history of BDS campaigns against oppression, including against apartheid South Africa.

Congress resolves:

- 1. support the Palestinian-led BDS movement, and promote the workplace days of action
- 2. campaign for an end to all arms sales and military cooperation with Israel and divestment from companies complicit in Israel's crimes against Palestinians
- 3. call on the government to impose wide-ranging sanctions on Israel until it complies with international law, and to commit to freedom of speech and end

attempts to censor artists and art organisations expressing solidarity with Palestine

4. support trade unionists, including artists and culture workers, who refuse to handle goods and services linked to violations of international law.

Artists' Union England

AMENDMENT

Add:

5. to campaign for a permanent ceasefire and just peace plan that respects international law and successive UN resolutions, providing for a two-state solution;

6. to campaign for legislation banning trade with the illegal settlements and suspension of the UK-Israel Trade and Partnership Agreement, until international law is respected.

UNISON

AMENDMENT

In second paragraph at start of bullet point b., before "BDS" insert "worker-led".

In third paragraph in bullet point 1., between "support" and "BDS" delete "the Palestinian-led" and insert "worker-led", and between "BDS" and "and promote" delete "movement" and insert "campaigns in support of Palestine".

In third paragraph in bullet point 2., in the first line between "sales" and "and military" insert "to" and after "Palestinians" insert "in cooperation with the trade union members in those companies".

Unite

AMENDMENT

In Congress notes add a new line:

Israeli settlers' violence and attacks, supported by the IDF, on Palestinian communities, has caused the deaths of several children and the closure of many schools, leaving students and teaching staff terrorised.

In point 4.:

Insert after culture workers: "and education workers"

National Education Union

78 Solidarity with Ukrainian workers

Congress condemns the detention and abuse of workers at the Zaporizhzhia nuclear power plant (ZNPP) in Ukraine by Russian occupation forces.

The occupiers have attempted to coerce workers into accepting Russian citizenship and new contracts. Of the 11,000 workers who operated the plant before occupation, only 3,000 remain.

At least 1,000 workers have endured psychological abuse and torture.

Fourteen workers, members of the Atomprofspilka union, have been abducted, subjected to show trials, and sentenced to prison terms of up to 25 years on fabricated charges, held in inhuman conditions.

Congress believes the persecution of ZNPP workers is a deliberate component of Russia's murderous war against the Ukrainian people, which has targeted and killed thousands of civilians, including workers in the energy, mining, health, education, rail, fire and rescue and other sectors. Free trade unions in occupied areas have been suppressed.

Congress notes the appeals of our sister federations FPU and KVPU for global labour movement solidarity and for support for Ukraine's struggle.

Congress reaffirms its support for Ukraine's fight for self-determination and applauds the resistance of the Ukrainian people to the reactionary and authoritarian order sought by Putin and assisted by Trump.

Congress instructs the General Council to:

- i. continue campaigning in solidarity with Ukraine and its workers, in line with 2023 Congress policy
 - ii. campaign for the release of the detained ZNPP workers
 - iii. work within the ETUC and ITUC to highlight the plight of all workers in Russian occupied Ukrainian territory and strengthen international trade union action.
-

National Union of Mineworkers

79 The role of the trade union movement in delivering a new social and economic settlement

Congress agrees the need for this Labour government to deliver a new social and economic settlement that rebalances wealth and power in favour of working-class people.

Congress further agrees that the TUC must play a central role in securing this change by campaigning, organising and mobilising on the following priorities:

- i. The need to build on the New Deal for Workers and the Employment Rights Act through further legislation that prioritises collective workers' rights and introduces sectoral collective bargaining across the economy, establishes a single status of worker, and delivers a new wave of insourcing.
 - ii. Ensuring the development and use of AI is subject to strong worker protections, collective bargaining and democratic accountability.
 - iii. Reasserting the trade union movement as the collective voice of working-class people, including by implementing anti-racist and intersectional workplace and member engagement strategies that unify the working-class.
 - iv. Reforming the TUC to harness the collective strength of our unions, build worker power and organise more effectively across the modern economy. To achieve this, the general secretary will lead a joint working group, reporting to the General Council by April 2027, to bring forward proposals for stronger democratic governance, including the election process and term of office for the TUC leadership, as well as structures that facilitate greater collaboration between trade unions across sectors, building on composite motion 1 (TUC 2025).
-

Communication Workers Union

80 Trades Councils' participation within the Trades Union Congress

Congress accepts that trades councils have a rich history in the trade union movement and play an active part in communities supporting the wider movement and TUC campaigns. Further, it is recognised that trades councils have a combined affiliated membership of hundreds of thousands of members throughout the movement.

Yet, trades councils are seriously under-represented within Congress. Currently, they are entitled to a single delegate to Congress and can submit only one motion.

Trades councils' total affiliated membership, in a single trade union, would mean a far larger Congress delegation.

Congress, therefore, agrees a rule change so that at Congress 2026, trades councils shall be entitled to:

- i. a Congress delegation of three
- ii. a single seat on the TUC General Council.

And that:

- a. the Trades Councils' Congress delegation shall be entitled to speak and vote on any motion, amendment or other Congress business, in addition to its own single motion.

TUC Trades Councils Conference

SECTION 4

NOMINATIONS

General Council

Section A

Unions with more than 200,000 members

UNISON (6)

James Anthony
Andrea Egan
Catherine McKenna
Debbie Rowden
Ash Silverstone
Liz Snape MBE

Unite (6)

Sarah Carpenter
Faith Coker-Jarra
Sharon Graham
Andy Green
Peter Hughes
John Williams

National Education Union (3)

Colleen Johnson
Daniel Kebede
Louise Regan

GMB (3)

Farzana Jumma
Barbara Plant
Gary Smith

Union of Shop, Distributive and Allied Workers (2)

Joanne Cairns
Joanne Thomas

NASUWT (2)

Sharon Calvert

Matt Wrack

Section B

Unions with between 30,000 and 200,000 members

Chartered Society of Physiotherapy

Claire Sullivan

Communication Workers Union

Dave Ward CBE

Community

Alasdair McDiarmid

Educational Institute of Scotland

Andrea Bradley

Equity

Paul Fleming

Fire Brigades Union

Steve Wright

Musicians' Union

Naomi Pohl

National Association of Head Teachers

Paul Whiteman

National Union of Rail, Maritime and Transport Workers

Eddie Dempsey

POA

Steve Gillan

Prospect

Mike Clancy

Public and Commercial Services Union

Fran Heathcote

Royal College of Midwives

Robbie Turner

SoR

Dean Rogers

University College Union

Jo Grady

Section C

Unions with fewer than 30,000 members – seven to be elected

Accord

Ged Nichols

Aegis

Brian McDaid

AFA

Michael Schwaabe

ASLEF

Simon Weller

Bakers Food and Allied Workers Union

Sarah Woolley

FDA

Dave Penman

Nautilus International

Martyn Gray

Royal College of Podiatry

Jane Pritchard

Section D

Women from unions with fewer than 200,000 members – four to be elected

AFA

Mags Healy

Communication Workers Union

Kate Hudson

Musicians' Union

Alice Angliss

Prospect

Sue Ferns

Public and Commercial Services Union

Bev Laidlaw

Section E

Member representing Black workers from unions with more than 200,000 members

Unite

Susan Matthews

Section F

Member representing Black workers from unions with fewer than 200,000 members

Napo

Ian Lawrence

Section G

Member representing Black women

UNISON

Gloria Mills CBE

Section H

Member representing trade unionists with disabilities

Unite

Dean Collins

Section I

Member representing lesbian, gay, bisexual and transgender+ trade unionists

Communication Workers Union

Maria Exall

Section J

Member under 27 years of age

CSP

Nell Bennett

General Purposes Committee

Five to be elected

GMB

Anna Barnes

National Union of Rail, Maritime and Transport Workers

Alex Gordon

UNISON

Michelle England

Unite

Alison Spencer-Scragg

Union of Shop, Distributive and Allied Workers

Rab Donnelly

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