



TUC 

**CONGRESS 2016
GPC REPORT,
COMPOSITE MOTIONS,
EMERGENCY MOTION
AND GENERAL COUNCIL STATEMENT**

The 148th Annual Trades Union Congress
11–14 September 2016, Brighton



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SECTION ONE

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 and approved by the GPC by 7 September, they are shown in the list below and the text of the composite motion is given in Section Three of this report.

Composite motions agreed and approved by the GPC after 7 September will be reported to Congress by the GPC and copies circulated to delegates as quickly as possible.

Where movers of motions have agreed to accept published amendments by 7 September, this is also stated in the list below. The GPC will report to Congress all instances where published amendments are accepted by the movers of motions after 7 September.

The following is the position at 7 September in respect of motions, amendments and composite motions. Motion numbers are those printed in the Agenda.

1. JOBS, GROWTH AND A NEW ECONOMY	
01 Unite 02 UNISON 03 FBU amend CWU 04 Community	Composite 01 European Union
05 FDA amend GMB amend PCS	Composite 02 Making a success of Brexit
06 GMB amend Prospect amend ASLEF	Composite 03 Supporting a modern industrial strategy
07 Unite 08 Community amend ASLEF	Composite 04 Steel
09 Prospect amend USDAW amend ATL	Composite 05 Working harder not smarter

10 Nautilus International	Stands
11 TSSA amend BALPA	Stands not accepted
12 BDA amend NASUWT	Stands accepted
13 Aegis amend FDA	Stands accepted
14 USDAW amend UNISON amend RMT 15 BFAWU amend PCS	Composite 06 Living wage
16 TUC Young Workers Conference	Stands
2. RESPECT AND A VOICE AT WORK	
17 UNISON amend CSP amend RCM amend FDA	Composite 07 Protecting worker and trade union rights in the EU Brexit
18 CWU	Stands
19 UCATT amend NASUWT	Stands accepted
20 RMT amend Unite amend NUT amend FBU	Office to seek agreement
21 UCATT amend Community	Stands accepted
22 NUJ amend Unite	Stands accepted
23 UNISON amend USDAW 24 GMB 25 PCS 26 UCU	Composite 08 Challenging the politics of hate
27 CSP amend Prospect	Stands accepted
28 TUC LGBT Conference	Stands

3. GOOD SERVICES AND DECENT WELFARE	
29 PCS amend FBU	Stands accepted
30 Prospect	Stands
P31 FDA	Stands
P32 Napo	Stands
P33 NUT	Stands
34 NUT 35 NAHT	Composite 09 School assessment and examination system
36 ATL amend UCU 37 AEP	Composite 10 Professional status and evidence- based education policies
38 EIS	Stands
39 MU	Stands
40 NASUWT 41 ATL 42 AEP	Composite 11 Mental health and well-being of the education workforce and young people
43 UCU amend ATL	Stands accepted
44 CSP amend UNISON	Stands accepted
45 RCM	Stands
46 POA amend Community	Stands accepted
47 SoR	Stands
48 SoR	Stands
49 BFAWU	Stands
50 BDA	Stands
51 SCP amend CSP	Stands accepted
52 HCSA	Stands

53 HCSA	Stands
54 POA	Stands
55 Napo amend UCU	Stands accepted
56 CWU	Stands
57 FBU	Stands
58 RMT amend Unite amend TSSA	Office to seek agreement
59 ASLEF amend TSSA	Stands accepted
60 Nautilus International	Stands
61 BALPA	Stands
62 TSSA amend UNISON amend CWU amend UCATT	Composite 12 Housing
63 ASLEF amend RMT	Stands accepted
64 Equity	Stands
65 BECTU	Stands
66 MU	Stands
67 BECTU	Stands
68 Unite 69 USDAW	Composite 13 In-work benefits and Universal Basic Income
70 TUC Disabled Workers Conference	Stands
71 TUC Trades Councils Conference	Stands
4. STRONG UNIONS	
72 Equity amend UCATT 73 NUJ	Office to seek agreement
74 NAHT	Stands

75 Accord amend GMB amend RCM	Composite 14 Digital campaigning and organising
76 TUC Women's Conference	Stands
77 PFA	Stands
78 Aegis	Stands
79 RCM	Stands
80 SCP	Stands
81 NASUWT amend NUT 82 EIS	Composite 15 Impact of the refugee crisis on children
83 TUC Black Workers Conference	Stands
84 Accord	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 and vote of thanks
- ◉ Address by Luca Visentini, General Secretary of the ETUC

Monday morning

- ◉ General Secretary's address including General Council Statement on the TUC Campaign Plan
- ◉ Presentation on Reaching Out to Young Workers

Monday afternoon

- ◉ Address by Paddy Lillis, Fraternal Delegate from the Labour Party

Tuesday morning

- ◉ Address by Angela Rayner MP, Shadow Secretary of State for Education, Women and Equalities

Tuesday afternoon

- ◉ TUC Congress Awards will be presented.

Part 3 Ballots

The ballot for General Council Section C will take place on Tuesday. The candidates in sections A, B, D, E, F, G, H, I and J are elected unopposed.

Ballot papers for Section C, which will only be available to delegates from eligible unions (those with fewer than 30,000 members) may be collected from 09:00 on Tuesday from the scrutineers by the TUC Information Stand. Ballot papers will only be provided in exchange for the official delegate form.

The ballot closes at noon on Tuesday.

Delegates are reminded that in casting their union's votes, the total number of votes allocated to your union should be written in against the name(s) of the candidate(s) you wish to support. The number of votes allocated to each union is printed on the ballot paper. The result of the ballot will be announced towards the end of the Tuesday afternoon session.

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:** 16:00 to 19:00
- **Monday:** 09:30 to 12:45 and 14:15 to 17:30
- **Tuesday:** 09:30 to 12:45 and 14:15 to 17:30
- **Wednesday:** 09:30 to the close of business

Under rule, Congress must conclude no later than 16:00 on Wednesday.

Part 5 Membership of the General Purposes Committee

Linda McCulloch (Chair)
Sharon Holder
Paddy Lillis
Michelle Rodgers
Chris Tansley

SECTION TWO

TELLERS AND SCRUTINEERS

Tellers

Kathy Abubakir
GMB

Paul Cutmore
ASLEF

Jonathan Davies
UCATT

Marina Gunn
Unite

Harold Gurden
NASUWT

Amanda Owens
USDAW

Scrutineers

David Baxter
EIS

Rachel Baxter
NUT

Liz Cameron
UNISON

Frances Cusack
Prospect

Jim McDaid
RMT

SECTION THREE

COMPOSITE MOTIONS

C01 European Union

Motions 1, 2, 3 and amendment and 4

Congress notes the referendum on UK membership of the European Union, in which 17.4 million people voted to leave. The TUC campaigned for Britain to stay in the EU as being in the best interests of working people, particularly in terms of job security and workers' rights. Nevertheless we accept the referendum decision.

Congress notes:

- i the political and economic turmoil precipitated by the Brexit vote on 23 June
- ii the Tories' decisions to hold a referendum, fix its timing and orchestrate the campaigns
- iii the economic turbulence that will adversely affect working class living standards for years to come.

Congress agrees that responsibility for the consequences of Brexit lies squarely with the Tories and their backers.

Congress recognises the concerns felt by many working people expressed in the referendum – over austerity, their sense of powerlessness and the abuse of the free movement of labour. The referendum result was a rebuke to an out-of-touch political and economic elite.

Congress is concerned that the trade union movement was unable to persuade working class communities to support the remain position adopted by the majority of TUC affiliates.

Congress calls on the General Council to work to understand why so many traditional trade union communities voted to leave the EU, and seek to tackle the underlying causes of this trend.

Congress believes Brexit presents huge challenges for the trade union movement and requires a coordinated response to protect our members against attacks on health and safety provisions, maternity and paternity rights, paid holiday, and many other rights protected by the EU.

Congress believes that the trade union movement must defend the jobs, services and living standards of all workers. Working class communities must not pay the price for the Tories' mismanagement of government.

Congress opposes likely attacks on EU-based employment and safety rights through trade agreements. Congress agrees to expose attempts to introduce free trade, low investment, low tax policies across the UK; and lobby for trade agreements that protect workers, public services, equalities, the environment, health and safety.

Congress demands the government end austerity now and launch a sustained anti-austerity stimulus package of jobs and public services, and an investment programme in services and infrastructure projects to rebuild communities, revive and re-balance the economy. This must be based on fair and progressive taxation of companies, property and individuals; and social justice, equality and fair pay.

The trade union voice must be heard in all official discussions about leaving the EU and the General Council is instructed to work to ensure this and demand a workers' voice in all EU negotiations.

The terms of Brexit must reflect trade union values and input, and any deal which reduces union or workers' rights would be unacceptable.

We must defend members' jobs, which might be threatened by the UK's exit from the European Union and its single market. We are ready to work with employers and the UK government to this end, promoting British businesses around the world, while campaigning for the investment needed to create the high-wage, high-skilled economy necessary for the UK to remain as a global economic force.

We will campaign to protect employment rights which depend on legislation at the European Union level. Brexit must not be carried through at the expense of workers' rights. Equally, pensioners must not pay the cost of Brexit and Tory austerity and the trade union movement must fight to retain the 'triple lock' on the state pension.

Congress resolves to stand in solidarity with all migrant workers, who contribute enormous value to society and support the right of all EU nationals living here to remain.

Congress opposes the racist backlash following the referendum and those politicians who have whipped up this backlash, and stands in solidarity with all peoples threatened by abuse and violence.

Congress believes that jobs and public services should not be the victims of a new post-EU referendum Westminster government. Congress believes there were no votes on 23 June for increased austerity and cuts in public services, investments and benefits.

Congress condemns the Treasury programme of continuing cuts stretching to 2020, slashing public services and jobs, that all contributed to the continuing recession. It is unacceptable that further cuts are being considered while bribes are offered to through corporation tax cuts.

Congress calls on the TUC to campaign for an immediate moratorium on public service cuts, and promote an anti-austerity alternative and the benefits of collective bargaining.

Congress affirms our solidarity with sisters and brothers across Europe. Congress believes the TUC's international department has positively enhanced the standing of British unions around the world and in light of Brexit this work should be expanded so as to maintain relations between British workers and those in Europe and the world.

Congress further resolves to take the fight to the Tories, who created the mess we are in. Congress calls on the General Council to organise a campaign across the EU and the UK on this programme, to promote this alternative, to support public events, rallies, protests and demonstrations, coordinated between affiliates, aimed at defending working people from the impacts of Brexit.

Mover: Unite

Seconder: UNISON

Supporters: FBU; Community; Communication Workers Union

C02 Making a success of Brexit

Motion 5 and amendments

Congress recognises that the impact of leaving the EU will have a profound and far-reaching effect on the UK's citizens and economy. Huge swathes of policy and legislation are currently directly and indirectly derived from our membership, and many public services, including the NHS, rely on tens of thousands of EU citizens to deliver vital services.

Congress recognises that following our exit, there will inevitably be debate over wide-ranging areas of policy from employment protection to farming subsidies; and from safety standards to regional economic development, dwarfing those considered at any general election.

Congress further recognises that it is in the UK's interest to ensure that the negotiations around our exit and the implementation of new arrangements that will follow are supported by a civil service that has the resource and expertise to make this process a success. This would be a challenge for any government but after six years of austerity the civil service has been ravaged by staffing cuts of around 20 per cent.

Congress calls on the TUC to secure urgent engagement with the government to:

- i halt all planned staffing reductions, privatisation and changes to terms and conditions in the Civil Service and its related bodies including planned cuts to redundancy pay
- ii ensure full consultation with unions on any bodies that are established in relation to the EU referendum decision and its consequences
- iii assess the capacity and capability requirements for the civil service over the short, medium and long term

- iv review the 2015 Comprehensive Spending Review to provide additional resources to departments as identified by this assessment
- v ensure that this does not lead to further outsourcing of services and expertise
- vi ensure that all EU citizens working in public services, many of whom are union members, retain their current rights to residency and that the same rights are extended to UK nationals working in public services elsewhere in the EU.

Mover: FDA

Seconder: GMB

Supporter: Public and Commercial Services Union

C03 Supporting a modern industrial strategy

Motion 6 and amendments

Congress notes with concern that the UK needs an immediate injection in investment in research, innovation and skills to be able to lead and compete in the global marketplace and in order to meet the challenges facing our manufacturing and service industries.

Jobs and research and development (R&D) have migrated out of the country mainly on the basis of price or cost and uncertainty surrounding the implications of Brexit for science and research will worsen this situation. UK spending in R&D on developing new technology and products should be around three per cent of GDP but the UK and the EU averages less than half that of countries like South Korea.

In order to encourage technological innovations, stimulate growth and revitalise them our key industries will need a modern industrial strategy across our four nations to open up new markets and job opportunities. This will require co-investment from both public and private sectors.

Congress believes a modern industrial strategy must be rooted in workplace industrial democracy whereby the extensive knowledge, experience and institutional memory of trade union representatives can be harnessed to help develop and rebalance the industries they work in.

Congress notes that the government needs to focus on infrastructure programmes that will impact on productivity and business confidence regionally and nationally. These programmes must recognise public procurement policies to support and retain UK jobs, skills and industries. Gender-balanced workforces with skills in science, technology, engineering and mathematics (STEM) will provide the building blocks for future successful high-quality industries.

Following the referendum, the government needs an urgent plan in place to cushion us from another recession.

Congress calls on the TUC to:

- i work with affiliated unions to develop a national plan to shape current and future industrial strategy
- ii develop procurement policies that put trade unions and those who invest in skills at the heart of the process
- iii launch a campaign to retain and uplift high quality skills in the UK.

Mover: GMB

Seconder: Prospect

Supporter: Associated Society of Locomotive Engineers and Firemen

CO4 Steel

Motions 7 and 8

Congress deplores the neglect by government that has led to a crisis in the UK steel industry with devastating consequences for UK steel workers, their communities and the wider economy.

Congress recognises that the steel crisis, which came to public attention in October 2015 when SSI went into liquidation, is far from over. Congress believes that it is vital that the profile of the Save our Steel campaign is maintained and pressure increased on government to deliver the level playing field UK steelmakers need to be sustainable long-term.

Congress notes that UK steelworkers have heard plenty of warm words from government and that numerous working groups have been established; however, to date little has been delivered for industry in terms of tangible results. Congress notes that the key areas where UK steelmakers are at a competitive disadvantage are exactly the same as they were a year ago: energy costs, business rates, procurement and unfair trade practices.

The UK steel industry has suffered from the dumping of cheap Chinese steel, high energy bills, and the absence of an industrial policy with manufacturing at its heart.

Congress believes the increasing fragmentation of the UK steel industry and the UK's uncertain economic future mean that now more than ever we need government to adopt a comprehensive industrial strategy for steel. This crisis affects not only the UK steel industry and its workers but the whole of manufacturing including the automotive sector, aerospace and engineering, as well as supply industries and our national infrastructure. Steel is a strategically important industry and has a vital role to play in the active industrial strategy that the country so urgently needs.

Congress notes and welcomes the belated apparent recognition by government of the importance of industrial strategy and will seek to hold ministers to account on their commitments.

Congress calls on the General Council to:

- i continue to support and raise the profile of the Save our Steel campaign
- ii lobby the government to develop, with trade union involvement, an industrial strategy for steel involving a long-term strategic focus on investment, skills and research and development
- iii campaign to ensure a long-term and sustainable future for the UK steel industry with an active role for UK government including a place for the steel industry in an active industrial strategy and a commitment to use UK steel for all major infrastructure and construction projects, government-backed contracts, and state funded infrastructure projects including rail, and that supports the wider steel industry supply chain and ensures appropriate social and economic impact assessments are made by issuing authorities ahead of the awarding of public sector contracts.

Mover: Community

Secunder: Unite

Supporter: Associated Society of Locomotive Engineers and Firemen

C05 Working harder not smarter

Motion 9 and amendments

Declining productivity growth is seen by government, employers and unions as one of the biggest obstacles to improved economic growth. Congress is concerned that without much higher productivity we will struggle to fund our public services, improve our living standards and create a fairer society.

Although there are multiple causes of low productivity, Congress supports Acas' call for greater attention to be given to the way workplaces are organised, the part played by managers and leaders, and the role and involvement of workers and their representatives.

It welcomes the Smith Institute's report Working Harder not Smarter, based on a cross-sectoral survey of over 7,500 union members, which shows despite increased work intensity the majority do not think that they have become more productive and that just 14 per cent are confident their suggestions for improvements are listened to.

The productivity challenge is also relevant to public sector employment. Workload is a factor in education's recruitment and retention crisis. Congress commends ATL's online workload tracker and 'Make1Change' campaign which help compare productivity constraints and share ideas to tackle them.

Congress also believes that the importance of decent pay and conditions should be emphasised in the debate on productivity. As the Smith Institute report points out, a strong sense of unfairness about pay can be a powerful de-motivator.

Recognising that without union influence the drive for better productivity could lead to fewer jobs and more insecure employment, Congress calls on the General Council to:

- i work with government and employers to ensure effective worker voice in tackling the productivity puzzle
- ii support sectoral initiatives, including efforts to improve coverage of collective bargaining and union tools helping members to work smarter not harder
- iii organise an event on this theme, including opportunities to share good practice.

Mover: Prospect

Seconded: Union of Shop, Distributive and Allied Workers

Supporter: Association of Teachers and Lecturers

C06 Living wage

Motion 14 and amendments, and 15 and amendment

Congress notes that the national living wage for workers aged 25 and over falls far short of the real living wage. Congress believes that there is no justification for workers aged under 25 to be paid less than their older colleagues. Paying young workers less than the established rate risks devaluing young workers and encouraging age discrimination in recruitment.

Congress condemns those employers who use Osborne's living wage as an excuse for cutting long-established terms and conditions to compensate for reductions in profits, leaving some of the most vulnerable people in UK workplaces on the brink of poverty.

This includes contractors in major government departments such as HMRC which are cutting workers' hours to offset increases in pay. Congress supports workers taking action against such employers and condemns the government for failing to ensure that people who work at its own offices including cleaners are paid fairly.

Congress is concerned that some employers are falsely claiming that the introduction of the national living wage will lead to job losses. We are also concerned that some employers will attempt to reduce other terms and conditions and cut hours to fund the implementation of the national living wage. Congress notes that all aspects of the employment package, including premium payments, allowances and the availability of hours must be taken into account when looking at low pay.

Congress notes that, in addition to retail, adult social care is a sector where national minimum wage non-compliance has become depressingly commonplace – often as a result of a failure to pay travel time in homecare, or a failure to pay for 'sleep-ins' in residential care.

Congress condemns the continued failure to enforce minimum wage legislation for seafarers in the UK shipping industry, including in the offshore supply sector where pay of £2 per hour, some 70 per cent below the national living wage of £7.20 per hour has been discovered on some vessels.

Congress notes that in April 2015 there were an estimated 209,000 jobs still paid below the national minimum wage with very few prosecutions or evidence of widespread enforcement.

This non-compliance with the statutory minimum wage is likely to increase significantly following the introduction of the national living wage.

Congress agrees to:

- i step up the campaign for a real living wage for all workers regardless of age
- ii make the case for organising workers and widening the coverage of collective bargaining agreements, to remove age-related pay scales and improve overall terms and conditions
- iii lobby the government to invest further resources in enforcement and awareness of national minimum wage rates.

Mover: Union of Shop, Distributive and Allied Workers
Secunder: Bakers, Food and Allied Workers Union
Supporters: UNISON; Public and Commercial Services Union;
National Union of Rail, Maritime and Transport Workers

C07 Protecting worker and trade union rights in the EU Brexit

Motion 17 and amendments

Congress believes that the purpose of the trade union movement is to ensure that workers' rights are protected, maintained and enhanced. We must oppose any assault on those rights as a result of the decision to leave the EU.

The EU has played a key role in setting good employment practices and legal standards protecting workers from exploitation, inequality, hazards, discrimination. Leave campaigners who promised these rights would be respected must be held to account.

Congress notes that this movement campaigned vigorously against the Trade Union Act 2016, and that our rights as workers continue to be among the most restricted in Europe. Any further restrictions through Brexit negotiations are completely unacceptable.

Congress calls for:

- i the recognition of trade unions as key stakeholders in the Brexit negotiations
- ii a campaign to ensure that the UK government does not repeal any current rights guaranteed by the EU or water down or dismantle TU and worker rights

- iii affiliates to be particularly aware of the need to protect existing equalities and discrimination legislation, recognising that the hard won rights of pregnant workers and working parents and carers are especially prone to being attached and reduced
- iv the rights of existing EU workers to remain in the UK to be protected, whilst ensuring the movement of workers in the EU is a key reciprocal right in any agreement that allows UK access to the single market
- v the TUC to seek assurances from the government that UK nationals working in the EU on behalf of UK public sector employers will be guaranteed job security and to work with private sector employers to provide the same assurances for their UK workers in the EU
- vi repeal of the Trade Union Act, and the promotion of the IER manifesto for Labour Law
- vii the General Council to coordinate resistance and opposition to any attacks on the rights, security and living standards of working people.
- viii in the light of a potentially impending recession the TUC should campaign to end the policy of public sector pay restraint to ensure that public sector workers, including NHS staff, do not pay the price of Brexit with a decade of pay restraint.

Mover: UNISON

Seconder: Chartered Society of Physiotherapy

Supporters: Royal College of Midwives; FDA

C08 Challenging the politics of hate

Motions 23 and amendment, 24, 25 and 26

Congress notes with concern that following the EU referendum result there has been an upsurge in racial violence, harassment and hate crime in communities across the UK and a fivefold increase of reporting race-hate complaints. Across the UK, racist attacks on Black communities, refugees and those perceived to be of migrant backgrounds rose dramatically.

Congress condemns the disgraceful racism and scaremongering over immigration during the EU referendum campaign and the increase in racist incidents that have followed. The Leave campaign's content and tone was based on the fear of migrants and foreigners designed to ferment alarm and a siege mentality of the UK being overrun by millions of migrants. The Remain campaign failed to challenge this racist rhetoric or advocate the positive contribution of immigrants to the UK, historically or otherwise.

Congress notes that this has given some people comfort and confidence to racially abuse and harass migrants, people of colour and people of Muslim faith and even target migrant children. This racist behaviour such as assaults, fire-bombing and graffiti has been reported across the UK including on social media. Even in London

the police received 599 allegations of racist abuse over the 24 hours following the vote. It has highlighted the continued vulnerability of refugees, migrants and the UK's long-established Black communities to racist attacks.

Congress believes that the vote for Brexit was largely based on disillusionment and political disengagement in many communities that have suffered from underfunded public services and chronic unemployment for decades. The Migration Impacts Fund set up in 2008 to provide £50m to ease the pressure of immigration on housing, schools and hospitals was scrapped by the Tories in 2010.

Congress notes that this has been decades in the making, with scaremongering and demonization of immigrants accompanied by legislative attacks on migrants and refugees. Over the past six years there has been a growth in racism created by the right-wing media and the government's increasingly vitriolic rhetoric on immigration, including the introduction of policies such as Theresa May's "Go Home" vans.

In a similar way the Prevent agenda has been forced on our colleges, universities and schools, contributing to the present atmosphere of surveillance, racial stereotyping and Islamophobia. This agenda seeks to monitor places of learning and scholarly study, and forces staff to monitor their students and thus threatens staff-student relations as well as academic freedom. Congress calls on the TUC to continue to support affiliates in their campaign against the Prevent duty and in defence of academic freedom and calls for the government to review the policy.

The referendum result has encouraged and provided legitimacy for the open expression of such prejudice. Anti-immigrant, anti-refugee rhetoric and xenophobic language also characterises much political and media discourse about Britain's ethnic and religious minorities.

Congress fears that 'Brexit' will be used as an excuse for yet more attacks on migrant workers as well as the removal of workplace rights regarded as 'red tape'. This will exacerbate the UK's economic problems, leave public services reeling, divide our communities and lead to a race to the bottom at work. The only real answer to low pay and exploitation for all workers is stronger employment rights protections, stronger collective bargaining and trade union solidarity against racism.

Congress condemns UKIP and the Tory right for channelling the injustice felt in many working class communities into blaming migration and migrants for low pay, unemployment, housing shortages and poor public services.

Congress believes that trade unions must take the lead in defending the contribution and rights of migrants and refugees against any attempts to use the referendum result as an excuse for the imposition of further measures that will inflame public discourse against refugees and migration and will increase their vulnerability to exploitation and discrimination. It is vital that the Brexit negotiations, and freedom of movement in particular, are free from xenophobia.

Congress calls on the General Council to develop a new anti-racism campaign that is integrated with an active anti-cuts, anti-austerity campaign, including:

- i engaging with people over the issue of immigration by opposing cuts in education and health services and calling for a house building programme

- ii providing a clear alternative economic policy that will provide decent jobs and hope for the future
- iii leading and coordinating a recruitment campaign directed at migrant workers
- iv arguing for the benefits of migration and the free movement of workers
- v opposing any attempt by politicians to use the EU vote to restrict the rights of migrant workers and refugees
- vi standing alongside sister trade unions across Europe in solidarity against those who seek to divide workers and abuse the migration crisis for political ends.

Congress recognises that the TUC and many affiliates have a proud and honourable history of challenging and confronting racism at work or in society as shown by the Unite Against Racism and Respect campaigns of the 90s. The trade union movement must stand at the forefront of tackling racism both at work and in our communities and congress commends the work already being done across the movement to challenge racism.

Congress calls on the TUC to work with unions and campaign groups in a renewed focus on tackling racism in the workplace and beyond to:

- a launch a well-resourced Stand up to Racism campaign to condemn these attacks and continue the fight against hatred and racism
- b work with community and anti-racist organisations to arrange a national trade union anti-racist demonstration
- c lead and coordinate a recruitment campaign directed at migrant workers
- d develop resources and materials to be used in workplace campaigns to support activists, both to challenge incidences of racism and proactively to display a united, zero-tolerance approach to racism.

Mover: GMB

Seconder: UNISON

Supporters: Public and Commercial Services Union; University and College Union; Union of Shop, Distributive and Allied Workers

C09 School assessment and examination system

Motions 34 and 35

Congress believes the school assessment and examination system in England is in crisis, which is deeply harmful to all involved in education. This system has been mismanaged and badly designed. The TUC should join calls to change it, fundamentally.

Congress notes:

- i the government's determination to impose a primary curriculum geared towards preparation for high-stakes tests in maths and English at the ages of 7 and 11
- ii the wealth of evidence suggesting that this approach to learning damages children's mental health and well-being
- iii the well-researched claims that tests, and the ongoing teacher assessment which is linked to them, increase teacher workload and stress, without educational benefit
- iv that in secondary schools, the 'Ebacc' measure is forcing a focus on a narrow range of study, increasingly excluding creative, expressive, technical and vocational subjects and disengaging students
- v the pressure on schools and school-students to achieve competitive success in examinations at 16 is giving rise to the same problems of stress and mental ill health afflicting primary children
- vi that problems arising from the design of assessment systems exist across the UK, but England, in its adoption of an 'exam factory' approach to education, is an extreme case.

Congress notes the unacceptable chaos and confusion within the school assessment system, harming pupils, parents, teachers and school leaders. Congress further notes that assessment is a key part of the learning process, but that tests should not be high-stakes accountability measures for schools, using flawed designs with inconsistent and unfair moderation.

Congress laments the mistakes, delays and confusion regarding this year's Key Stage 1 SATs, with the grammar, punctuation and spelling test cancelled after being published online before children were due to take the test.

Congress further notes that this year's Key Stage 2 tests and assessments were poorly designed and administered and gave schools inadequate time to implement the new curriculum for the current cohort. Variations in approaches between schools also resulted from delayed and obscure guidance.

Congress calls on the government to:

- a not publish 2016 league tables based on Key Stage 2 SATs data
- b abandon the floor standard, which the government uses to define unacceptable standards in schools, based on Key Stage 2 data
- c abolish plans for pupils to re-sit Key Stage 2 SATs in secondary school
- d publicly reject Sir Michael Wilshaw's suggestion of a return of SATs for 14-year-olds.

Congress calls on the General Council to:

- 1 join parents, educationalists, governors and teachers in a campaign against the present forms of examination and assessment in English schools

- 2 publicise the benefits of a broad, balanced curriculum and assessment system that allows all young people to succeed
- 3 lobby the government to ensure that it listens to the education profession to design an assessment system that works for pupils, parents, teachers and school leaders.

Mover: National Union of Teachers

Seconded: National Association of Head Teachers

C10 Professional status and evidence-based education policies

Motions 36 and amendment and 37

Congress notes the government's extensive plans for change in education, despite promising policy stability. Congress believes the intention to replace Qualified Teacher Status (QTS) with a new system of 'accreditation' is among the most damaging aspects set to undermine the public service ethos.

Congress is concerned about the effect accreditation and an increase in non-graduate teachers will have on public confidence in the education system. As with academy pay flexibilities, this new system will give head teachers powers they haven't asked for. Abolishing the nationally recognised standard of QTS can only damage the prospect of a great education for all pupils everywhere. Given real-terms budget cuts, delaying accreditation could be used to hold down pay. Localised accreditation will lead to increased inequality and discrimination.

The government's plans are also aimed at reducing the role of higher education in the provision of high-quality, graduate and post-graduate level teacher education and training, informed by educational research.

Congress also believes local accreditation will damage staff morale, pushing people away from teaching at a time of crisis in recruitment and retention. Already that crisis has had a negative effect on pupil attainment and behaviour management and leaves early-career teachers without proper support when experienced colleagues depart. When teachers leave, classroom support staff become prey to exploitation.

Congress calls on the TUC to work with education unions to lobby the government to protect pupils' education by:

- i withdrawing plans to replace national QTS with localised accreditation
- ii reaffirming its commitment to teaching being a graduate profession
- iii defending the vital role of HE and HE-school partnerships in teacher education and opposing these elements of the white paper
- iv acknowledging that making teaching a non-graduate profession is no way to solve recruitment and retention problems

- v working with unions to improve pay, conditions and teacher qualifications to address the recruitment crisis.

Congress calls on the government to ensure that future educational reforms are informed by good academic research and that the implications of such reforms are scrutinised fully in the context of broader policy ambitions and the ability of local services to support outcomes. Congress would highlight that this is a particular concern when resources are limited to implement change.

Mover: Association of Teachers and Lecturers

Seconded: Association of Educational Psychologists

Supporter: University and College Union

C11 Mental health and well-being of the education workforce and young people

Motions 40, 41 and 42

Congress asserts that government public sector austerity, cuts to pay and pensions and attacks on conditions of service have created a crisis in mental health and wellbeing that is damaging lives and undermining the ability of public services to meet the needs of the general public.

Congress welcomes the ground-breaking research by the NASUWT over the last five years in tracking the declining well-being of teachers, and in providing teachers with tools to monitor and review well-being at work.

Congress notes with concern that as a result of rising job insecurity, increasing demands and accountability pressures, workload is the highest-rated issue affecting teachers, and that work-related stress, mental health and well-being are directly and damagingly impacted by the pursuit of policies and procedures that are antithetical to health at work.

Congress believes teachers face an impossible task when the government fails to provide correct information on time, increasing workload and stress in planning teaching. Guidance for Key Stage 2 assessment of writing was withdrawn then repeatedly clarified, leaving schools in disarray whilst ministers commended reports into managing unnecessary workload. Summer term arrived with over a third of GCSEs awaiting accreditation before September and half of AS and A-level syllabi unapproved. Congress believes the government must consider impacts on mental health to solve education's workload problem.

Congress notes the increasing pressures on young people and the impact this has on their mental health and well-being.

Congress recognises that there are many factors contributing to these pressures, ranging from societal and technological changes to the impact of government policies. Changes to the education system, particularly the form and frequency of assessment, such as SATs, has caused many children to experience test anxiety.

Congress condemns chaos created by the government in assessment and qualifications which have contributed to increased poor mental health among pupils and staff.

NSPCC and ComRes studies note that the current testing and assessment regime takes an unacceptable toll on children's mental health and well-being. Congress notes ATL's survey revealing 89 per cent of education staff think tests are the greatest cause of pupil stress. Forty-eight per cent said pupils in their school have self-harmed due to stress and 20 per cent said pupils have attempted suicide.

Changes to the funding of public services including the cuts to CAMHS services have led to reduced capacity and gaps in provision for some of the most vulnerable children. A recent report for GPs (Pulse; 4.7.16) found that 60 per cent of cases referred to CAMHS led to no treatment and a third are not even assessed. Congress recognises that there are other connected and equally vital services, such as educational psychology services, that support children and young people and to which schools and others can make referrals when they are concerned about the mental health and well-being of those children and young people.

Congress believes that access to educational psychologists should be supported by the government in terms of funding for training, as well as resources for local authorities and schools to ensure that there are appropriately staffed educational psychology services to work with.

Congress notes that there are currently well over 200 vacancies for educational psychologists (EPs) in England whilst only 150 new EPs are trained each year.

Congress calls on the government to:

- i develop an action plan to address the rise in mental health concerns in education
- ii commit to extending its protocol for policy implementation so that all policies, and support materials publication, have built-in lead-in times, sufficient for schools to properly prepare teaching and learning
- iii base assessment, testing and qualifications policy on evidence and professional expertise, engaging unions in policy formation and implementation
- iv reappoint a children's mental health Tsar, free to highlight the impact of education reforms
- v increase the numbers of EPs currently being trained.

Congress calls on the General Council to:

- a campaign vigorously for increased support for all workers in relation to mental health and well-being, including access to effective occupational health services that are genuinely supportive
- b highlight the impact of the government's reform agenda on the mental health and well-being of all public service workers, including teachers.

Mover: NASUWT

Seconded: Association of Teachers and Lecturers

Supporter: Association of Educational Psychologists

C12 Housing

Motion 62 and amendments

The recent publication of the UN's High Commissioner for Human Rights' CESCR report has further highlighted how the housing crisis in the UK is one of the major scandals of the 21st century, leaving the younger generation and people on average wages and below with no hope of decent housing. The ongoing reduction of council housing and housing association properties for rent on secure tenancies has resulted in shocking rises in rents in the private sector as more buy-to-let landlords are cashing in and getting rich on the back of the housing crisis.

A massive council housebuilding programme is needed to alleviate the housing crisis. This would also be an opportunity to tackle the dearth of construction apprentices. Strict procurement rules should be introduced requiring companies building council housing to train a minimum number of apprentices.

The social cleansing of the poor and disabled from our cities is part of the Tory agenda to blame those on low wages and/or in receipt of benefits for their own plight, and is turning the clock back to pre-war conditions.

The introduction of "pay to stay" that forces tenants to declare their income to landlords is a further direct attack on households in council properties and is designed to put more money from working class communities into the Treasury.

The terms 'affordable' and 'accessible' should be defined more clearly and be based on a reasonable proportion of the average wage.

Congress therefore instructs the TUC to build a broad-based campaign for:

- i stronger rent controls and a "living rent" system
- ii better regulation in the rented sector
- iii an increase in the numbers of council homes built each year below market rent
- iv the removal of welfare caps that have led to the social cleansing of our cities
- v the abolition of "pay to stay" measures"

- vi adequate financial support for the young and vulnerable to help them with housing costs
- vii better and more secure jobs to enable people to access a decent home
- viii improvements in public housing policy to ensure that social and affordable housing is a resource for all.

Mover: Transport Salaried Staffs' Association

Seconder: UNISON

Supporters: Communication Workers Union; Union of Construction, Allied Trades and Technicians

C13 In-work benefits and Universal Basic Income

Motions 68 and 69

Congress recognises the need for a rebuilding of a modern social security system for men and women as part of tackling poverty and inequality.

Congress believes that our social security system must work in tandem with our agenda for strong trade unions and employment rights and secure, decently and properly paid work.

Congress believes that, until all employers pay a real living wage, welfare payments will play a necessary role in ensuring that workers are able to make ends meet. Congress recognises that until the housing crisis is resolved there would also be a need for supplementary benefits to support people on low incomes with high housing costs and that there will always be a need for supplementary benefits for disabled people.

Congress expresses its concerns over the Conservative government's cuts to the welfare system. These cuts will cause increased levels of deprivation for many working families. The current system has been made increasingly punitive and has effectively been used to stigmatise benefit claimants. The operation of sanctions pushes people into destitution for trivial reasons.

The Conservatives have frozen most working-age benefits, including working tax credits, over the next four years; costing the average family £260 per year. The value of such benefits has already been seriously diminished as a result of one per cent increases between 2011 and 2015.

Congress is also deeply concerned about the introduction of Universal Credit, with estimates that the policy will leave 2.5 million families worse off; some by more than £3,000 per year. While the Conservatives may have originally claimed that the introduction of Universal Credit was to encourage more people into work, it has become increasingly clear that this is a thinly veiled ideological drive to cut the support provided by the welfare state to low-paid workers.

Universal Credit requires many claimants to commit to earning the equivalent of 35 hours' worth of pay at the national living wage every week. If workers face a cut in hours, they will not only lose pay but will also face benefit sanctions.

Congress agrees the TUC will campaign to defend in-work benefits to ensure that workers have access to a proper welfare system that ensures those on low pay are free from poverty.

Congress notes the growing popularity of the idea of a 'Universal Basic Income' with a variety of models being discussed here and around the world.

Congress believes that the TUC should acknowledge Universal Basic Income and argue for a progressive system that would be easier to administer, easier for people to navigate, paid individually and that is complementary to comprehensive public services and childcare provision.

The transition from our current system to any new system that incorporates these principles should always leave people with lower incomes better off.

Mover: Unite

Secunder: Union of Shop, Distributive and Allied Workers

C14 Digital campaigning and organising

Motion 75 and amendments

Congress recognises and values the TUC campaign to reach out to young workers. The fragmentation of work and employment models, the überisation of many jobs, and the lack of a trade union presence in many workplaces presents huge organisational challenges for trade unions in the modern world.

This places particular challenges to traditional, workplace-based organising models in today's labour market.

Yet evidence shows that collectivism is not a historic concept. Young workers mobilise through social media and modern technologies on a wide range of political and social issues, from environmental campaigns to student activism. There is no in-built opposition among young workers toward collective action or toward trade unionism, but evidence suggests it is increasingly unlikely that young workers will develop collective responses to either the challenges they face at work or to achieving their goals from employment.

Congress recognises that employers have been quick to utilise technology to exploit working people, organising workers and their workload by smart phone and app; and replacing the physical workplace and line management by virtual workplaces and digital bosses.

Congress believes that digital campaign and organising strategies must be part of the solution for trade unions to achieving better outcomes for young people at work.

Congress resolves to:

- i explore and showcase good examples of trade unions utilising digital campaign and organising strategies
- ii work with trade unions to help build digital campaign and organising skills building capacity at all levels and utilising digital technology to organise workers.
- iii develop digital tools to support collective union campaign and organising strategies.
- iv encourage unions to share best practice about how membership systems can be utilised and integrated into digital campaigning and organising strategies
- v campaign to ensure the provisions in the Trade Union Act do not inhibit digital campaigning and organising.

Mover: Accord

Secunder: GMB

Supporter: Royal College of Midwives

C15 Impact of refugee crisis on children

Motions 81 and amendment and 82

Congress expresses profound concern at the continuing impact of the global refugee crisis on the world's children and young people.

Congress notes that half of the world's refugees are aged under 18, many travelling unaccompanied.

Congress expresses its support for refugees beginning their lives in the UK and for those seeking asylum. Congress urges the TUC General Council to seek commitments from government and local authorities that adequate resources are provided to meet the education, health, housing and social needs of children from asylum seeking/refugee families, including those whose applications for asylum have been rejected.

In the light of the political changes to the UK in its relationship to the European Union it is essential that the trade union movement ensures that the message that the UK welcomes refugees and asylum seekers is communicated clearly and with passionate resolve.

Therefore, Congress expresses its solidarity with refugees and asylum seekers and calls on the General Council to do all in its power to ensure that the UK is committed to equality of opportunity and support for the most vulnerable in society.

Congress recognises the entitlements of all children and young people set out in the UN Convention on the Rights of the Child, which affirms the right to shelter, protection from abuse, access to healthcare, freedom from violence, and the entitlement of all children to high-quality education.

Congress deplores that:

- i many child refugees are denied fundamental rights in practice
- ii only one per cent of global budget for humanitarian aid is invested in education
- iii many schools serving refugee and displaced children are being targeted through violence
- iv children living with the trauma of rape, sexual violence and armed conflict do not have access to appropriate and timely mental and emotional support
- v many such children are fleeing consequences of misguided and sometimes illegal interventions by USA and UK governments.

Congress welcomes the work of the NASUWT and the wider trade union movement in working with national and international partners to deliver practical education assistance to meet the needs of refugee and displaced children including those trade unionists delivering practical aid to children in Calais.

Congress calls on the UK government to play its full part in securing refugee children's rights by committing to work with international bodies including UNICEF to ensure that all schools are free from militarisation and violence and ensuring that refugee children in the UK are given access to the full range of educational support, mental health support and resources they need to help refugee learners achieve and succeed.

The General Council, therefore, is urged to:

- a oppose and campaign against any proposals for enforced deportations
- b campaign to ensure fair and humane treatment for all and to tackle racism and discrimination
- c work with all appropriate national and international agencies to support the children of asylum seekers and refugees
- d support the work being carried out by affiliates to promote good practice.

Mover: NASUWT

Seconded: The Educational Institute of Scotland

Supported: National Union of Teachers

SECTION FOUR

EMERGENCY MOTION

E1 Zero tolerance for sexual harassment

Congress applauds the TUC report *Still Just a Bit of Banter?* published on 10 August in collaboration with the Everyday Sexism project. The report provides important new evidence about the scale and persistence of sexual harassment at work.

Alarmingly it shows:

- i Young women are particularly vulnerable to sexual harassment, with two thirds having experienced it at work.
- ii Four out of five women experiencing harassment did not report it to their employer.
- iii Just 1 per cent confided in a union representative.

Congress therefore recognises that, despite good union initiatives to combat sexual harassment, further concerted action is urgently needed to make this a workplace issue for everyone. Congress calls on the General Council to maintain the momentum generated by the report and:

- a incorporate this theme into the campaign to reach out to young workers in order to demonstrate the relevance of union support to the next generation
- b partner with employer bodies on a new initiative to change behaviour at work
- c support unions to tackle sexual harassment in the workplace more effectively.

Mover: Prospect

Seconded: Union of Shop, Distributive and Allied Workers

SECTION FIVE

GENERAL COUNCIL STATEMENT

General Council statement on the TUC Campaign Plan 2016-17

Congress welcomes and supports the Campaign Plan agreed by the General Council in July and published at Congress, which will guide the TUC's policy and campaigning work over the coming one to two years.

This Campaign Plan sets out how we plan to respond to the events of 2016: both the profound consequences of the decision by the British people to leave the European Union, and also the significant impact for our member unions of the passage of the Trade Union Act. We must ensure that the response of a Conservative government to the economic and political crisis facing the UK does not once again penalise ordinary working people and their communities.

In the face of these challenges, the UK trade union movement has set out our determination to grow stronger, more effective at representing our members, and better at organising younger workers. Our commitment to equality for women, BAME people, LGBT people and disabled people underpins all our work.

We approach the TUC's 150th anniversary in 2018 in good health, united and determined to act as one in defence of working people. In the coming years, we should seek to put modern confident trade unionism back at the heart of British civil society and political life. And we should harness the potential of digital to transform our campaigning and our ability to serve our members.

Congress calls on all unions to unite behind the five central priorities set out in the Campaign Plan, and commit ourselves to work together to deliver its aims.

We will make sure that working people do not pay the price of the vote to leave the European Union. We will put forward an alternative plan to stave off a Brexit recession, focussing on how we create good jobs and invest in Britain's infrastructure. We will campaign for all EU-derived workplace rights to be retained in their entirety. We will hold the government to account for the promises made by the Leave campaign, pressing the case for investment in world-class public services. As always, the trade union movement will be at the forefront of opposing racism, xenophobia and all forms of prejudice in our workplaces and our communities. And we will defend the rights of EU migrants who have made the UK their home. Throughout, we will demand for working people a seat at the table as decisions are made, and for trade unions to play a full role in negotiations around the UK's exit from the EU.

We will stand up for the communities which have been failed by globalisation, deindustrialisation and austerity. We will relaunch our campaign for practical solutions to deal with pressures caused by migration, calling for a new migration impacts fund to direct funding to areas of high pressure on public services, and redoubling our efforts to ensure that bad bosses can't exploit migrant workers and undercut local labour markets. We will demand that the government set up a proper industrial strategy to bring back pride, good jobs and opportunities across the country, and revitalise manufacturing. We will set out the need for a proper regional policy to deliver power, investment, strong public services and economic growth to towns and cities around the UK. And we will defend fiercely existing good jobs – not least in our vital steel industry.

We will set out our plan to make sure that the UK creates great jobs for everyone. We will develop a clear agenda to push for decent pay and conditions, security, and an appropriate employment status for workers across the outsourced and non-traditional employment sector and in so-called “uberised” work. We will advocate to retain, enhance and extend to more workers the UK's package of employment rights, protections and benefits, and we will press the case for higher wages and collective bargaining. We will campaign to lift the cap on public sector pay. We will argue for workers voice at all levels – including on company boards. And we will set out how the UK economy uses new advances in technology inclusively, to create better jobs and raise productivity.

We will improve the experience of work for young workers by increasing union influence and growing trade union membership. We will raise the profile and appeal of trade unionism amongst young people, and make sure that trade unionism works for them. We will run a series of high-profile campaigns about workplace issues that matter to young people. We will work with unions to develop new models of collective organisation that are attractive for young workers. We will find and develop the next generation of union reps and showcase the work that unions are doing to recruit young members. And we will work with member unions to deliver a stepchange in unions' digital communications.

We will build a stronger movement after the Trade Union Act. We must defeat any moves to allow agency workers to break strikes, and win electronic balloting for industrial action so our members can vote through modern means in their homes and workplaces. We will also continue with detailed lobbying on the regulations that accompany the Act. Throughout, we will argue for the next government to repeal the Trade Union Act in its entirety. And we will, as always, respond to being attacked by growing stronger and getting bigger. The TUC will support unions to meet the challenges of the Trade Union Act, and will not hesitate to support member unions as they chart their path into a post-Trade Union Act future.



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