



Report of TUC Black Workers' Conference 2015

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IN THE CHAIR: Freddie Brown

Conference was attended by 223 delegates from 27 affiliated unions, 11 representatives from Trades Union Councils and Regional Councils, 35 visitors, 3 Media and 14 exhibitors.

APPOINTMENT OF TELLERS AND SCRUTINEERS

It was agreed that the following delegates should act as Tellers and Scrutinisers:

Kamran Ali	BFAWU
Naser Rafiq	RMT

CHAIR'S ADDRESS

The Chair addressed the Conference on Friday afternoon.

GENERAL SECRETARY'S ADDRESS

Frances O'Grady TUC General Secretary addressed the Conference on Friday afternoon.

GUEST SPEAKERS

On Friday afternoon, Sarah Isal Williamson (Chief Executive of the European network Against Racism) addressed the conference.

On Saturday morning Leslie Manasseh (TUC President) addressed the conference.

On Saturday afternoon Helen Barnard (Policy Director at JRF) addressed the conference.

On Sunday morning Simon Woolley (Director of Operation Black Vote) addressed the conference.

REPORT OF THE RACE RELATIONS COMMITTEE

The Report of the Race Relations Committee, on their work during the year and on issues considered by the General Council which were of particular relevance, was approved.

Resolutions

THE FOLLOWING RESOLUTIONS WERE CARRIED:

Please note: all accepted amendments have been incorporated into the texts

1. Race Equality in the workplace and in society

2015 marks the 50th anniversary of the Race Relations Act.

Since 1965 unions have played a vital role in ensuring that legal rights are implemented, in driving forward improvements in workplace and employment rights and in progressing better opportunities for Black people in the UK. We have seen achievements and disappointments on our journey to race equality.

In the last five years, under the excuse of austerity, the Coalition government has stalled on promoting good race relations and improving opportunities for Black people. Instead it often adopts deliberately divisive policies and undermines the structures that ensure that the provisions of race equality law are understood and enforced (including reduced resources for the EHRC).

Attacks on general employment rights and on trade unions demonstrate a calculated attempt to undermine the ability of workers to challenge and seek remedies for discriminatory treatment.

Now, more than ever, we must negotiate from positive action to challenge discrimination and tackle under-representation of black workers by safeguarding and supporting the role of union equality representatives, workplace or branch equality/BAEM representatives.

Conference calls on the TUC Race Relations Committee to work with affiliates to

- i) stand firm in defence of Black workers and resist further erosion of legal rights;
- ii) ensure that current and future governments maintain progress towards race equality;
- iii) renew our commitment to race equality in the workplace and in society.
- iv) support a strong campaign for statutory rights for Union Equality Representatives including workplace or branch equality/BAEM representatives and negotiate facilities and time-off for these representatives.

Moved by: Public and Commercial Services Union

Seconded by: Unite the Union

Composite 1

Reform of the Equality Act 2010 (Motion 2 plus amendments)

Conference congratulates the Federation of Entertainment Unions for the success of their race equality campaign which has resulted in both the Arts Council of England and the British Film Institute agreeing to require equality monitoring of all those, including performers, working for their client companies, and to publish data. Conference, however, condemns the lack of a similar response from the Society of Editors on the lack of initiatives in journalism to monitor the diversity of the media.

This action follows the collapse of BAME employment in the creative industries, caused primarily by the Equality Act 2010's ending of specific race equality requirements on employers, leading to a decline in race equality strategies and an assumption that such a specialised approach was unnecessary.

Conference believes that the generic approach to equality has failed ethnic minorities and calls on the EHRC to focus more on race specific activity especially on dealing with race discrimination in the labour market.

The government should underpin race specific activity with a Statutory Code of Practice and allocate adequate resources to the EHRC to undertake this important area of work effectively.

Conference calls on the General Council and TUC affiliates to campaign for the next government to:

- i) recognise that the different protected groups require different strategies to deal with discrimination;
- ii) reinstate the race-specific requirements contained within the Race Relations (Amendment) Act; and
- iii) introduce specific policies and programmes to address racial inequality in the labour market; including making equality monitoring and publication of that data a requirement for all employers.
- iv) consult with trade unions and race campaign groups to draw up a statutory code of practice; and
- v) ensure adequate funds for the EHRC to implement this area of work.

Moved: Broadcasting, Entertainment, Cinematograph and Theatre Union

Seconded: Public and Commercial Services

Supported: National Union of Journalists

3 An End to Zero Hours

Conference notes that since the deepest recession in modern times the government has hailed its handling of the economic recovery a success and evidences the reduction in those who are unemployed or on job seekers allowance as an example of this. However the government neglects to highlight that there are now 1.4 million workers employed on zero hours contracts, living with no fixed income or hours who struggle to make ends meet.

Black and black British workers in the UK face higher than average rates of unemployment and are therefore more at risk of accepting a zero hour contract in order to secure any form of work. These types of contracts also feature heavily in the hotel, catering and care sectors which have high levels of ethnic minority workers.

Conference is furthermore concerned with the growing use of zero hours contracts in safety critical industries such as rail freight, where increased casualisation is a major threat to health and safety standards.

Conference condemns the exploitation of workers employed on these contracts and calls on the TUC Race Relations Committee to work with unions to lobby any future government to eradicate zero hour's contracts.

Moved by: Associated Society of Locomotive Engineers and Firemen

Seconded by: Public and Commercial Services Union

4 Equality Targets

The 1999 Thematic Review into the Fire & Rescue Service was a comprehensive examination of equality into the institution. Following on from the McPherson Report, its conclusions were damning and recommendations led to real change in the leadership on equalities in the fire service.

Many others in public sector came under scrutiny and the equalities agenda become a priority for all leadership roles. This remained the case for many years, supported by government and appropriate levels of funding. This government with its ideological dislike of equality and savage austerity measures has meant that some workplaces, like the fire service, are seeing a return to the inequalities and discriminative practices of the last century.

We call upon the TUC to engage with the new Government and demand that:

- i) equality is once again a main priority for all workplaces;
- ii) previous equalities monitoring is re-introduced;
- iii) there is full compliance with equality legislation;
- iv) that central targets for the employment of under-represented people are reinstated; and
- v) that funding for equalities are made available.

A report to be given to the TUC Black Workers' Conference in 2016.

Moved by: The Fire Brigades' Union

Seconded by: Public and Commercial Services Union

5 Fighting the Challenge of UKIP

Conference notes the steady rise of UKIP which has been underpinned by their significant success in the European Parliamentary Elections and recent by-elections to the UK Parliament.

There is no doubt that UKIP, with their anti-immigrant rhetoric and published policies present a serious threat to the non-indigenous population of the UK. The forthcoming General Election will see them further promoting their policies – creating a climate of fear for all immigrants living in the UK.

The trade union movement has a vital, and ongoing, role to play in both challenging UKIP policies and exposing what they really stand for and wish to achieve. Conference welcomes the work already underway and agrees that this work will need to continue beyond Polling Day 2015.

Conference urges the TUC Race Relations Committee to use all its capabilities to highlight the dangers contained within UKIP policies. No opportunity should be missed in the lead up to May 7th 2015, and it is also imperative that work continues after that date.

Moved by: Communication Workers' Union

Seconded by: Public and Commercial Services Union

Emergency Motion 1 - Election campaign: threats and attacks on campaigners and activists

The TUC has endorsed Race Equality Matters' statement "Electing without Prejudice" which calls for a general election campaign which doesn't exploit prejudice.

Conference is alarmed at attacks by Britain First, which has roots in the BNP and National Front, and which claims to be "defending UKIP", inciting hatred towards black community organisations, Stand up to UKIP campaigners and trade unionists.

In response to a peaceful Beyond UKIP Cabaret event, Britain First encouraged threats, attacks and harassment towards activists, subjecting them to racist, sexist and homophobic abuse and sending hate mail.

On 30 March a fascist group stormed a de-briefing in a private office, leaving only when police were called. Only one of the fifteen people who made this attack was arrested.

We call on the TUC Race Relations Committee and TUC affiliates to:

- i) stand up to racism, fascism and UKIP's politics of hatred and division

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- ii) highlight the relationship between UKIP and the far right
- iii) campaign against racist, anti-migrant and discriminatory policies
- iv) give support and solidarity to activists who are targeted and threatened
- v) challenge such attacks robustly and collectively
- vi) call for the arrest of all those who attacked the 30 March meeting.

Moved by: Public and Commercial Services

Seconded by: Communication Workers Union

6 Social Mobility and Black Workers

Inequalities in pay between Black and white workers continue to exist and remain largely unrelated to qualifications. While levels of Black educational attainment have improved these gains have not translated into improved outcomes in employment.

Alongside evidence of an ethnic pay penalty Black workers are over represented in minimum wage jobs and levels of in-work poverty. This is a pattern rising steadily for a decade and a particular issue for migrant workers.

Black people in Britain still face significant barriers to equal levels of social mobility as white people. The impact of the recession has seen Black men experience downward mobility with full-time unemployment rates being at least double that of white men. Interventions by the voluntary sector have been successfully targeted projects but this has been in contrast to the labour market barriers. The need for social mobility is now crucial considering the over-exposure of Black people to deprivation and poverty in Britain.

The link between poverty and ethnicity is complex therefore conference calls on the TUC Race Relations Committee to revisit and refresh initiatives to tackle poverty that include addressing social mobility, career development, employment behaviour, workplace culture, inclusion and access to services.

Moved by UNISON

Seconded by: Union Shop, Distributive and Allied Workers

7 Organising Strategy

Conference recognises that, in this time of austerity and increasing inequality, trade union organising of under-represented groups including the BAME community has never been so important. Conference notes that BAME people and other under-represented groups continue to be disproportionately impacted by public sector cuts and the squeeze on living standards, and strongly believes that the best defence is to effectively organise these groups in their collective

interest. Conference is concerned that BAME representation at leadership levels within the trade union movement has fallen behind that of organisations in public and private sector.

Conference calls on all affiliates to renew their commitment to organising for equality and to commit new resources to representing the under-represented within their organisations. Conference calls on the TUC Race Relations Committee to lobby within the TUC to ensure that organising BAME workers is placed right at the top of the agenda and that affiliates have access to the support they need to develop their internal structures and BAME workers priorities. To assist this aim Conference calls on the TUC to set up a leadership programme to develop BAME Trade Union leaders.

Moved by: Community

Seconded Prospect

9 Supporting Black Members

Conference is concerned that there is still widespread reluctance amongst Black workers to report incidents of racism and race discrimination to their union.

The reasons for this are complex but a fear of being disbelieved or of being accused of 'playing the race card' are significant factors.

Unions need to ensure that:

- i) reps and officers feel equipped to respond appropriately and positively to complaints of race discrimination from member;
- ii) black members are visible throughout the union in all roles as this signifies that the union understands the concerns of and values the contribution of Black members; and
- iii) black members have the confidence to raise complaints.

Conference ask the TUC to develop clear and practical workplace guidance for reps; including

- a) how to respond to complaints of race discrimination from members;
- b) how to organise workplace campaigns on racism; and
- c) how to tackle the myths that surround the issue and explain why Black members might be reluctant to come forward with complaints.
- d) how to promote recognised Equality Reps, able to assist tackling discrimination within the workplace."

Moved by: Union Shop, Distributive and Allied Workers

Seconded by: National Union of Rail, Maritime and Transport Workers

10. Discrimination in Performance Management Systems

Conference notes that new evidence obtained by Prospect via parliamentary questions reveals patterns of discrimination against BME employees in the Civil Service performance management system.

BME civil servants are more likely to be categorised as low performers than their white colleagues, and therefore suffer penalties in terms of their pay and careers. This results from the forced distribution of performance markings to fit pre determined quotas and the fact that individualised and opaque systems allow race discrimination to rear its ugly head.

This new evidence reveals not only the unfairness inherent in a system, which demoralises individuals and their managers, undermines teamwork, and adversely impacts on health and well-being, but also the underlying discrimination across the service.

Conference urges the TUC Race Relations Committee to campaign against the use of predetermined quotas in performance management systems and encourages unions to:

- i) demand information on the outturns of performance management systems by ethnicity to identify and challenge evidence of discrimination and to build in safeguards to mitigate its impact on BME employees;
- ii) ensure that appraising managers are trained in equality matters, to secure fair and consistent treatment; and
- iii) support members in raising grievances where they believe they have been unfairly treated.

Moved by Prospect

Seconded by: Public and Commercial Services Union

11 Stereotyping and its effect on young black and/or Muslim men in the Criminal Justice System (CJS)

Discrimination in the CJS appears to be getting worse. The experience of young black and/or Muslim men aged between 18-24 in the CJS is one that can be characterised by stereotyping and disproportionate outcomes.

The Young Review, “Improving outcomes for young black and/or Muslim men in the Criminal Justice System” provides a damning indictment of the consequences of stereotyping and discrimination in the CJS and also highlights the ineffectiveness of previous efforts to tackle discrimination. It points to the lack of committed leadership and inadequate strategies as the main problem within the system.

Conference understands that there are numerous factors that cause unequal outcomes for young black and/or Muslim men. However, one of the key factors that can mitigate the negative experiences of these men is to ensure we have a criminal justice workforce that reflects their diverse backgrounds.

Conference therefore instructs the Race Committee working alongside CJS unions to develop the following resources for next year's conference:

- i) identify BAME staff in the CJS to act as role models;
- ii) develop a range of case studies promoting the work of BAME staff across the CJS; and
- iii) promote jobs in the CJS as a potential career path for BAME groups.

Moved by: Napo

Seconded by UNISON

12. Stop and Search

Conference notes

That the subject of stop and search has been debated on many occasions, but nothing has changed.

People of African heritage are six times more likely to be stopped and searched by the police in England and Wales under Section 1 of the Police and Criminal Evidence Act 1984 and 29 times as likely as white people under Section 60 of the Criminal Justice and Public Order Act 1994.

People of Asian heritage (and other ethnic minorities) are twice as likely to be stopped and searched under Section 1 and six times likely under Section 60.

This disproportionate impact of stop and search on Black, Asian, Minority Ethnic (BAME) communities has become the norm, with no serious proposals from politicians, policy makers or the police force to deal with the essential racist use of stop and search powers. There is a deafening silence and BAME communities have been left to deal with the consequences.

Conference calls on the General Council to campaign to:-

- i) make police forces accountable for their stop and search figures while ensuring they establish plans to change their culture; and
- ii) for the TUC to become a vocal advocate for the plight of BAME communities.

Moved by: GMB

Seconded by Unite the Union

13. Reparations and the Slave Trade

Conference notes that slavery is a crime against humanity. Further, conference notes that although slavery has been practised for almost the whole of recorded history, the vast numbers involved in the African slave trade has left a legacy which cannot be ignored. Britain was

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responsible for transporting nearly 2.5 million Africans as slaves and institutionalised racism to maintain the imbalance of wealth, privilege and power in society.

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

Conference commends the RMT London Transport Region for hosting an annual conference for the past 8 years asking the question, "What is the role of the trade union movement in the fight for Reparations?"

Conference calls on the TUC to work with the RMT, all affiliates and relevant bodies to support this annual reparation conference and to increase the level of trade union participation. The next conference is scheduled for Sunday 23rd August 2015.

Moved by: National Union of Rail, Maritime and Transport Workers

Seconded by: The Fire Brigades' Union

14. Tackling Extremism and Hate

Conference asserts that education plays a key role in challenging prejudice and all other discriminatory attitudes.

Conference is deeply concerned that racial equality is disappearing from the education agenda, resulting in increased prejudice, negative stereotyping and bigotry.

Conference condemns the government's handling of the 'Trojan Horse' investigation which scapegoated and pilloried local communities and undermined social cohesion.

Conference believes that urgent action is required to put racial equality at the heart of the education agenda and create a society that is fair, equal and respectful of all cultures, faiths and backgrounds.

Conference calls on the TUC to:

- i) actively promote affiliates campaigns that seek to prevent racists and far right extremists from working in schools and colleges; and
- ii) develop a robust campaign against the growing language of hate of marginalised and disadvantaged communities.

Moved by: NASUWT

Seconded by: Public and Commercial Services Union

15. Standing up for Education

Conference is clear that all schools need to respect and meet the needs of our diverse communities.

Conference asserts that education is a public service which must be inclusive and accessible for all children and young people.

Conference believes that teacher recruitment should reflect the diversity of school communities providing clear role models for all pupils. Conference agrees that the fairest way of enabling BME young people to enter teaching is to insist upon a national strategy for teacher supply.

Conference believes that all pupils should have access to a broad and balanced curriculum which reflects the widest range of cultural heritage and history.

Conference is appalled by the fact that BME families are disproportionately affected by poverty and that this reduces the likelihood of BME children and young people fulfilling their potential at school.

Conference therefore calls upon TUC affiliates to urgently lobby the government to:

- i) commit to a fully qualified teaching workforce which reflects community diversity;
- ii) ensure that every pupil has a broad and balanced curriculum reflecting the wide range of cultural heritage and history; and
- iii) end child poverty which disproportionately affects the life chances of BME children and young people.

Moved by: National Union of Teachers

Seconded by: Association of Teachers and Lecturers

16. Fighting Austerity in Education

Conference condemns the continuing attacks on public services in the name of austerity.

Conference believes that:

- i) attacks on further and higher education provision are designed to limit access for working class communities;
- ii) changes in funding, including tuition fees, are unsustainable and are being used to contract the sector; and
- iii) austerity is entrenching inequality and legitimising discrimination and poor employment practices.

Conference notes with concern:

- a) the gap in degree attainment between white and BME students:

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- b) the threat of course closures in institutions that serve black communities; and
- c) the loss of experienced black educators and the danger of a 'whitened' sector.

Conference agrees to:

- 1) work with education unions and NUS Black Students to highlight the threats to educational access for black communities, including issues of attainment;
- 2) produce a briefing summarising the threats to educational access for black communities; and
- 3) hold at least one public event to raise awareness of the crisis in college and universities and the impact for black communities.

Moved by: University and College Union

Seconded by: Public and Commercial Services Union

17. NHS Workforce Race Equality Standard

Conference welcomes the proposed introduction of a Race Equality Standard to be included in the NHS Contract for 2015/16. The Standard will require NHS organisations to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of BME board representation. NHS organisations will be expected to close the gap between BME and white staff experience for those indicators.

Conference calls on health sector affiliates to:

- i) engage positively with the Standard at national and local level;
- ii) publicise the Standard to members via relevant member communications; and
- iii) ensure that union reps engage in local consultative machinery to find out what employers are doing to comply with the Standard and to analyse progress against the indicators.

Conference also calls on all affiliates to adopt a similar approach within their own organisations including ensuring that they monitor and analyse their casework by nature of case and ethnicity, as well as any other relevant protected characteristics.

Moved by: Chartered Society of Physiotherapy

Seconded by: Unite the union

18. Turning Words into Action for Race Equality in the NHS

Despite decades of equality legislation and fine policy declarations, there are still notable absences of BME staff in senior positions in the NHS. NHS has heavily relied on BME staff to deliver healthcare to the British public. However, in a workforce of 1.3 million, BME staff make up 45 percent of medical and 18 percent of non-medical staff, but just 4 percent of senior posts.

Evidence shows that BME representation in senior posts in England had deteriorated following the Lansley reorganisation shown in research such as last year's report by Roger Kline, "*Snowy White Peaks*".

We welcome the commitment made by the new CEO of NHS England prioritising action to promote race equality, and introducing the new Workforce Race Equality Standard which forms part of the NHS standard contract from April. Whilst an important statement of intent, we believe it will need practical measures to make it effective, including:

- i) sanctions for those failing to make progress;
- ii) progress against the standard to be part of CEO's performance target; and
- iii) ring-fenced funding for leadership development for BME staff.

Moved by: FDA

Seconded by: Chartered Society of Physiotherapy

19. Mental Health

Conference notes the difficulties BAME people experience in accessing the appropriate mental health support needed to have positive working lives and contribute to the wider society. Not only are those who identify as BAME more likely to experience mental health issues and be medicated as a result of a diagnosis, but often times people in the community are unsure of where or how to seek support they need. Conference welcomes unions' and the TUC's work to remove the stigma of experiencing mental health issues and providing support for those struggling, however it is imperative that BAME people are targeted to ensure that we are not left behind without a voice in a system that impacts us. Conference calls on the TUC Race Relations Committee to campaign to support those experiencing mental health issues, to ensure mental health initiatives are targeted appropriately for BAME communities, and to build communities of black workers who have similar experiences and to share messages of hope and give a voice to BAME people who can help to support others.

Moved by: Equity

Seconded by: Broadcasting, Entertainment, Cinematograph and Theatre Union

20. Mental Health Inequality among Black People

Conference is shocked that NHS England and the Health Regulator Monitor have recommended cutting funding for mental health services by 20 percent more than that for acute hospitals. Research shows that the black population suffers disproportionately from the stigma surrounding mental health issues, and are far more likely to be diagnosed with a serious mental health illness than those from other communities.

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The risks become even higher for black musicians – a recent survey conducted by Help Musicians UK reported that professional musicians are more likely to experience poor mental health as a result of working unsociable hours and the uncertainty of freelance work in an unstable economy.

Conference calls for Government to put more funding and research into mental health services to ensure that the black community who are suffering from mental health issues are getting their needs met.

Moved by: Musicians' Union

Seconded by: Association of Teachers and Lecturers

21. Who Cares for the Carers?

Workers with caring duties are in need of flexible working, support from colleagues and support from the state to help them to do a job from which the whole society benefits. However, all too often, their needs are regarded as a personal matter, nothing to do with an employer. Black and Minority and Ethnic carers are more likely to experience barriers to obtaining the help and support they need and are entitled to. In addition, specialist BME services have been cut at all levels, and where services remain, they often fail to respect or take into account cultural and religious diversity or make assumptions about the provision of family support in some communities. There is lower take-up of services among BME carers and access to support. This means that vulnerable carers, already under a lot of stress are in danger of more pressure on their mental health as a result.

Conference asks the TUC and affiliates to:

- i) raise awareness of the burdens shouldered by those with caring responsibilities;
- ii) campaign for and support specialist BME services; and
- iii) support the recruitment of more equality reps and campaign for their statutory recognition.

Moved by: Association of Teachers and Lecturers

Seconded by: National Union of Teachers

22 Black and Asian Communities Access to Dementia Services

The increasing number of BAEM people with dementia leads to a bigger need for dementia services. Currently, around 25,000 BAEM people live with dementia, rising to 172,000 by 2051.

Deeper cuts will cause further shortages in service provisions affecting BAEM people, putting more pressure on staff.

Dementia among BAEM communities is particularly undiagnosed, not fully supported, their needs not recognised and culturally sensitive dementia services are lacking. This is exacerbated by stigmas attached and the community's reluctance to use services.

Lack of funding, training and disjointed provisions causes further distress to BAEM people and their families who are the main carers and receive very little or no support and recognition.

Conference calls on the TUC to integrate BAEM dementia care in All Together for the NHS and in affiliates' save the NHS campaigns by calling for:

- i) decent and appropriate provisions and no cuts;
- ii) support for families particularly, respite facilities;
- iii) hospital intervention;
- iv) access to homes where BAEM people are well represented;
- v) initiatives such as developing information resources and employing outreach workers to improve BAEM service uptake;
- vi) more specific training for staff; and
- vii) more information and research into support for BAEM people and their carers' a fully integrated health and social care system.

Moved by: Unite the union

Seconded by GMB

THE FOLLOWING RESOLUTION WAS WITHDRAWN

8 Change the Name of the TUC Equality Strand Black Workers to Black Asian and Minority Ethnic

The POA like the TUC represents African, Asian, Arab, Caribbean, Chinese, Latin American and all that belong to an Ethnic Minority. The TUC prides itself on being a multi-cultural representative body; the title of Black Workers should represent this inclusivity more appropriately. Not every minority worker self-defines as Black. The POA believes that changing the title of Black Workers to BAME Workers will be better suited to be representative of all BAME TUC members. Conference should acknowledge not all BAME Workers self-define as Black and so by changing the title the POA believe that it will be more inclusive, increase participation and help break down barriers that BAME workers face within unions. POA ask that the Conference resolve to change Black Workers to BAME Workers.

POA

ELECTION RESULTS

For the TUC Race Relations Committee 2015-16

The following were duly elected *

SECTION A (Fourteen Places)		Votes
Dotun Alade Odumosu	GMB	132*
Gargi Bhattacharyya	UCU	128*
Freddie Brown	Prospect	133*
Michelle Codrington-Rogers	NASUWT	133*
Floyd Doyle	ASLEF	119*
Carol Hodgson	Community	098*
Zita Holbourne	PCS	142*
Betty Joseph	NUT	135*
Aveninder Kaur	ATL	095
Maureen Loxley	USDAW	121*
Michael Nicholas	FBU	125*
Harish Patel	Unite the union	128*
Faisal A Qureshi	BECTU	122*
Amarjite Singh	CWU	137*
Jaswinder Singh Nagra	POA	029
Eleanor Smith	UNISON	121*

SECTION B (Four Places)

Millie Apedo-Amah	RMT
Farzana Jumma	GMB
Dawn Livingston	UCU
Susan Matthews	Unite

SECTION C (One Place)

Adam Khalif	PCS	44
Sajid Shaikh	CWU	107*
Jim Thakoordin	UCU	Withdrew

*The asterisked candidates were duly elected in Section C

SECTION D (One place)

No nominations

CLOSING DETAILS

VOTE OF THANKS

The vote of thanks was moved by Gloria Mills – UNISON and seconded by Maureen Loxley - USDAW.

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MOTION TO CONGRESS

Conference voted for Motion 12 – Stop and Search

The Conference ended at 12.45pm on Sunday 19 April 2015.

