

Resolutions passed at Yorkshire and Humber AGM 2018

Held on 24 – 25 March in Harrogate



1. Oppose Accountable Care: WYCATUC

Mover: Mark O'Neill

Seconder: Formally

Whereas:

- The Government programme for the NHS ("Five Year Forward View") entails at least a £22bn cut to the annual NHS budget by 2020/21, and the current version ("Next Steps on the Five Year Forward View") mandates the formation of Accountable Care Systems across England;
- Accountable Care Systems (ACS) and Accountable Care Organisations (ACO) are a form of local NHS and social care organisations based on the business model used by the USA's Medicare/Medicaid system which provides a limited range of "managed care" to the elderly and people who cannot afford private health insurance.
- "Managed care" means health insurance companies limit the care clinicians can offer patients to the cheapest treatments
- Accountable Care is being introduced without legislation, without Parliamentary or public debate or consultation, and without robust evidence that it will improve services or deliver savings in England;
- The West Yorkshire and Harrogate Sustainability and Transformation Partnership, which aims to cut NHS and social care spending in region by just under £1bn by 2020/21, in order to meet a £1.07bn funding shortfall by that date, aims to set up a shadow Accountable Care System in April 2018 with the aim of it going live in April 2019
- Accountable Care Systems are also being developed by NHS commissioners and local authorities as part of the Locality STPs
- Labour Party policy, adopted unanimously at its 2017 Conference, is to oppose Accountable Care Systems and Sustainability and Transformation Plans, and to cooperate with unions and NHS campaigns to oppose them.

TUC Yorkshire and the Humber further recognises that:

- ACSs and ACOs will be subject to financial "control totals", regardless of the actual needs for healthcare, and the Accountable Care Organisation contract payment mechanism is based on "capitated budgets" with fixed payments to cover the whole population. This will increase current pressures to restrict patients' access to elective care and accelerate the development of a two tier health system, where those who can afford to pay go private and the rest are left with limited NHS care
- ACSs and ACOs will increase the risks of NHS privatisation, driven by a number of features of its business model. These include cutting acute and community hospital services and replacing them by community services - the fastest growing area of NHS privatisation; urgent care centres, which are being set up to replace A&E departments, are likely to be privatised; replacing traditional family doctors by huge commercial

practices; integration of NHS and social care, which is largely privatised and means tested, and the drive for patients using out of hospital services to commission them through personal care budgets; centralisation and privatisation of pathology, pharmacy, and radiology; and the use of private companies to set up ACS and ACO governance structures and processes and advise on hugely complex contracts. It is also possible under the ACO contract that a private company could run an ACO, and therefore be responsible for an entire area's NHS and social care

- ACO use of long term single contracts for the whole of health and social care, to be held by bodies which need not be NHS or local authority organisations, is a direct threat to public services and to the terms and conditions of existing staff.

Accordingly, TUC Yorkshire and the Humber will:

- Refuse to cooperate with plans to develop Accountable Care;
- In coordination with TUC affiliates in the Region, educate trade union members on the international track record of Accountable Care, and the circumstances of its introduction in England;
- Inform Councillors in West Yorkshire and Harrogate and in South Yorkshire local authorities of our opposition, calling on Labour Councillors to implement Labour Party policy on this issue;
- Support the campaigning activity of Keep Our NHS Public, Defend Our NHS, 999 Call for the NHS and Health Campaigns Together to oppose Accountable Care;
- Support the wider defence and reinstatement of the NHS as a health service which is universal, comprehensive, publicly provided, publicly accountable, publicly run, publicly and adequately funded through general taxation, free at the point of delivery, with decisions on treatment taken by NHS clinical staff on the basis of clinical need.

2. Health: UNISON

Mover: Tony Pearson, UNISON

Seconder: Desiree Wilburn, GMB

Conference, NHS Hospital Trusts in Harrogate, South and West Yorkshire are currently pursuing a policy of creating their own private companies to carry out their Estates and Facilities work on a contractual basis. The companies are known as either SPV's (Special Purpose Vehicles) or WOC's (Wholly owned Subsidiary Companies)

It appears that the driver for the creation of these companies is cost savings. There have been no claims that services will be improved.

Staff are then TUPED into the WOC's. This always leaves our members vulnerable to attacks on their Terms and Conditions. New staff are employed on inferior Terms and Conditions where sick pay, holidays and pensions are slashed to the bare minimum. Thus creating a two tier workforce.

Hospital chiefs claim that this practice is more efficient, whilst at the same time denying that existing staff will be affected by the changes.

A Business case leaked from Airedale NHS Trust revealed that over £1.4 million would be saved from staffs Terms and Conditions over five years and £5 million in tax. Other Trusts in the region such as Bradford, Huddersfield and Calderdale are unable to provide any kind of rationale to the unions for setting up such a company. There is also a reluctance to provide the business cases to the unions.

UNISON and GMB believe that such an explicit attack on the Terms and Conditions of a dedicated workforce made up of low paid workers, part time workers whom are predominantly women is both vindictive and counterproductive.

UNISON, UNITE and GMB have consistently argued that these attacks on front line workers is an attempt to fragment the NHS further and will have a huge negative impact on patients and their care, and have described the move as closet privatisation and a tax dodge claiming that the companies could be sold on losing the staff their NHS pensions, terms and conditions in the process.

The chaos we are seeing in our hospitals has been created by the choices made by a very vindictive Tory Government that want to break up the NHS. They didn't vote for it at its creation and they don't really support it now, many of them believe in the American Insurance based Health Care system and have no fondness for the NHS as is clear from the numbers of Tory MPs who have investments in or serve on the boards of private healthcare companies.

These newly created companies is yet another step in the fragmentation and break up of our NHS and will only bring further chaos and disaster with them. When we saw cleaners outsourced in many hospitals along came the massive growth in MRSA incidents.

Attacks on the Terms and Conditions of Porters, Domestic, House Keepers, Ward caterers and many others will create yet another recruitment crisis within the NHS putting further pressures on the remaining staff and already stretched services.

John Grogan, the Labour MP for Keighley has been pivotal in our campaigning asking a number of questions in Parliament getting our voice heard in Westminster. I am sure all of us would like to thank John along with Imran Hussain MP, Judith Cummings MP and Thelma Walker, and many other Labour MPs, for raising the problems these companies will create in Parliament and campaigning against them on our behalf.

Conference this motion is calling for the Yorkshire and Humberside TUC affiliates to support the campaigns to stop the introduction of WOC's across our region, wherever they are proposed we must resist them and stop this break up of our NHS.

Conference calls upon the regional TUC to support a campaign to outlaw this cynical practice that creates a two tier workforce and also urges the Regional TUC to reaffirm its position - publicly opposing all forms of privatisation in the NHS.

3. Mineworkers Pension Scheme (MPS): NUM

Mover: Bob Fitzpatrick, NUM

Seconder: Mick Stowe, UNISON

The NUM condemns the current government for its refusal to review the surplus sharing arrangements put in place at the time of privatisation of the industry in 1995. An arrangement that, despite going through the worst financial crisis in modern times, has not cost the government a penny to guarantee the basic earned pension of MPS members and has seen in excess of £3.5 billion handed over to the Treasury.

We ask that the Regional TUC supports the NUM in its campaign to get a review of the current terms of the guarantee whereby the Scheme members are the main beneficiary of the surpluses generated from the Scheme's investments, not the UK government.

4. Living Pensions: UCU

Mover: Paul Russell, UCU

Seconder: Ronnie Morrison, Unite the union

This AGM recognises that many people of working age face extreme financial difficulties, including real poverty, in retirement.

It notes that many workers in employers' pension schemes are threatened with increased contributions, reduced benefits, and collapsing schemes.

The growth of precarious employment practices including bogus self-employment will also contribute to this growing problem.

The government's introduction of automatic enrolment will do little for lower paid workers.

At the same time workers are expected to work for longer before reaching pension age, with many unable to do this.

Eventually they will find themselves in receipt of the second worst pension in the OECD countries.

This AGM commits itself to supporting the campaigning work of the National Pensioners Convention to secure a universal 'living pension' with no further increase in the pension age, and to offer support and solidarity to workers fighting to protect existing occupational pension schemes.

We urge Regional TUC to circulate all regional unions and Trades Councils with details of how to affiliate to the National Pensioners Convention with a note that the NPC is very short of finances.

5. Strategy for a Yorkshire and Humber Low Carbon Industrial Region: SYCATUC

Mover: Jenny Patient, SYCATUC

Seconder: formally

Yorkshire and Humber Regional TUC notes that:

The Yorkshire and Humber Region hosts a strategically important industrial complex that generates more carbon gas emissions than any other region in the UK

These industries include steel, chemicals, glass, cement which are strongly unionised and provide thousands of much needed good quality jobs

Our international commitments to reduce carbon gas emissions could pose a threat to the future of these industries and the jobs they provide unless real action is taken to “clean up” their production processes

Yorkshire and Humber TUC has already taken a lead in promoting a strategy for a Yorkshire & Humber Low Carbon Industrial Region

Yorkshire and Humber TUC is committed to working with all competent actors to find environmentally sustainable solutions that can ensure the continued operation of these essential industries and protect the jobs they provide. This of course must include working with our trade union partners including shop stewards and activists employed in these industries. But we must also work with employers, LEAPs, local authorities, environmental groups and relevant civil society organisations to develop a sustainable strategy for a Yorkshire and Humber Low Carbon Region.

Some of the solutions must include:

- Carbon Capture and Storage technology
- New technology and modernised industrial processes that reduce carbon gas emissions
- Recycling, combating waste, and other “green” solutions
- Capture and use of carbon gases where possible
- Collective bargaining agreements between unions and employers to achieve change whilst protecting jobs (including retraining where necessary).
- Investment in renewable energy generation and energy systems that work for social benefit not private profit, for example through municipal ownership of energy companies
- Support in all sectors to use energy in more efficient ways and thereby reduce overall demand for energy, for example by insulating homes to reduce the demand for gas which is a precious resource for the chemical industry and for industrial heat.

Yorkshire and Humber TUC agrees to place this important project at the heart of its campaign strategy and urges the affiliated Trade Unions, the Trade Union Councils and most importantly our army of shop stewards and activists to give it their full support.

6. Public Sector Pay: PCS

Mover: Marion Lloyd, PCS

Seconder: formally

This Conference welcomes the 2017 TUC Congress decision to engage in a united campaign to break the 1% public sector pay cap, and the subsequent campaigning activity in advance of the Autumn Budget statement.

Five million public sector workers have had their pay held back for 7 years, leaving them on average £2,000 worse off compared to 2010 in real terms. This conference congratulates unions and the regional TUC for the campaigning activity regionally and nationally in Autumn of 2017 which included rallies in several cities in Yorkshire and the Humber and the national lobby of Parliament on 17 October. We note that despite huge pressure from unions, the TUC and the Labour Party no firm commitments were made in the budget that would give all public sector workers an inflation-busting pay increase.

We resolve to step up our united campaign in support of unions seeking to secure above inflation pay increases for all public sector workers, regardless of the service in which they work.

We resolve to:

Work with Trades councils and other bodies to campaign and highlight the issue of public sector pay across the region

To organise and support protests, demonstrations and strikes against the pay cap. Support all national and local trade union initiatives to highlight and challenge pay restraint.

To support the national TUC demonstration on 12th May 2018.

To encourage the sharing of organising experiences amongst trade unionists across the region including facilitating meetings and producing literature”.

7. Defending and Advancing Employment Rights and Collective Bargaining: WYCATUC

Mover: Dave Towers, WYCATUC

Seconder: Steve Davison, Unite the union

This Conference believes that the Labour Party, under Jeremy Corbyn, is now an effective opposition in representing the interests of groups unfairly targeted by the Government austerity cuts. This is evident in stalling Welfare cuts.

The trade unions, who for a long time have had to do the job that the Labour Party should have done, can now concentrate strongly on representing the interests of union members in work. This will be critical in the event of a Hard-Brexit and the need for the UK to negotiate trade deals that could be detrimental to members.

The austerity cuts have not been proportionate across all employment sectors with many in the private sector successfully resisting deep cuts in their living standards. The cuts and Pay Caps are disproportionately hurting public sector workers. However all workers in both public and private sectors are experiencing a prolonged and ongoing attack on their terms and conditions of employment.

Recently this was highlighted at Airedale Hospital where N H S posts will be transferred to an arms-length management company in March 2018. Terms and conditions of employment whilst initially protected under T.U.P.E. for existing workers will be reduced for new starters thus producing a two-tier workforce Also there is a major issue concerning the new company not being liable for V.AT. If this is not rescinded it is likely this model will be rolled out in other N.H.S. trusts.

Following the success of other regional and local campaigns we call upon the Regional TUC to request the National T.U.C. and affiliated unions to provide the region with sufficient resources to address these issues. The Trades Union Councils network can assist in taking these campaigns into every major city and town in the region.

8. Apprenticeships: PCS

Mover: Simon Borges, PCS

Seconder: Richard Bedford, Unite the union

This conference notes the increased use of apprentices in all areas of the economy, including the government target of introducing 30,000 apprenticeships into the civil service by 2020.

High quality apprenticeships offer real opportunities for many people, particularly young workers and school leavers. However the introduction of apprenticeships also needs to be closely monitored to ensure workers are not exploited. According to the TUC 1 in 7 apprentices are not receiving the minimum wage to which they are entitled, particularly in non-unionised workplaces.

Trade unions have key role to play in supporting and representing apprentices. Union engagement in apprenticeship programmes has been shown to be a powerful means of driving up quality and ensuring that equality and diversity issues are given due consideration. Unionlearn works closely with all unions and provides a range of resources to help them to support their workplace union reps to negotiate high quality accessible apprenticeships. A recent case studies booklet includes a range of examples of the practical support unions are delivering in the workplace to make this a reality.

The TUC has produced a Charter for quality apprenticeships, and individual unions including PCS have reached agreements with employers to ensure agreed principles for the implementation of the apprenticeships programme.

Conference agrees the Y&H TUC and trade unions should continue to promote and negotiate for best practice with employers and apprentices. This should include the following principles:

- Apprenticeships should ideally lead to a guaranteed job
- Apprentices should receive appropriate pay and terms and conditions agreed through consultation with appropriate trade union
- Apprentices should receive high quality training both on and off the job, with at least the required 20% of time off so that training is not completed in the apprentices own time
- Apprenticeships should not be used as a substitute for existing internal development
- Access to an agreed training plan and progression pathway to achieve full competency in their specific skilled occupation, including recognised qualifications where appropriate
- Apprentices have access to trade union membership, and are encouraged to join Trade unions
- Apprenticeships should complement the workforce, not supplement it

- In addition, the Y&H TUC and Unionlearn should continue to provide support and assistance to unions and apprentices, including offering mentoring and supplementary training where appropriate.

9. Automation: Unite the union

Mover: Tas Sangha, Unite the union

Seconder: Jon Moorcroft, SYCATUC

Yorkshire & Humber TUC believes that there is no bigger threat to jobs across all industries than that of automation. Whilst some sectors have a higher risk of automation than others, for example; passengers transport local authorities and engineering. Most sectors will at some point in the future, if not already, feel the effects of automation on jobs.

The Yorkshire & Humber TUC notes the excellent ground work already done on automation including data on how all sectors will be affected and the drafting of future collective bargaining agreements to protect workers whose jobs are at risk of automation.

We call upon the Yorkshire & Humber TUC:

- **Begin negotiations with all industries and workplaces we have collective bargaining agreements with already to implement further agreements to protect workers from future automation.**
- **To lobby the Government to enact Legislation to protect workers threatened by automation.**
- **To lobby the Labour Party to have the protection of workers affected by automation at the heart of its next manifesto.**

The Yorkshire & Humber TUC also believes that we should forge links with other Unions both in the UK via the TUC and our sister Unions abroad including the ILO to highlight the future challenges of automation to the labour movement globally and to seek international solutions to these challenges.

10. Manufacturing: GMB

Mover: Andy Irving, GMB

Seconded: Formally

Manufacturing needs to be at the heart of any industrial strategy if the government is to build a strong and sustainable recovery.

With real challenges on the horizon, we all need to stand up for manufacturing in the UK.

Above all, we need to tackle the myth that Britain 'doesn't make things anymore.' That's why GMB has launched the "We're Making It" campaign.

Celebrating our members' achievements and diversity; campaigning to protect fair wages and high-skilled jobs.

That's what this campaign is all about. It's time that manufacturing workers are given the support and recognition they deserve: GMB is right behind them.

The GMB urge the regional TUC to support our key demands:

1. Invest in manufacturing - the government must create an environment that encourages manufacturing employers to invest.
2. Buying for Britain – we need a procurement strategy that supports UK industries.
3. Trade Deals that deliver for workers and industry and avoid damaging tariffs on British goods.
4. Build strong UK-based supply chains to support local communities.
5. Equality and inclusion - tackle barriers to work wherever they exist.
6. A balanced energy policy that provides sustainability and security for the UK.

11. Yorkshire and the Humber Devolution: Unison

Mover: Steve Torrance, UNISON

Seconder: Formally

This AGM notes that: -

1. It's just over three years since the Northern Powerhouse concept was announced by George Osborne. After a meandering start, talks are now gathering pace.
2. We know what the Northern Powerhouse is; the idea that better linked, better connected northern cities become bigger than the sum of their parts. An economic force to match the south-east. The tricky part is working out how to make happen.
3. Many local authorities are facing an existential crisis as a result of the government's continuing austerity agenda.
4. Yorkshire and Humberside workers receive an income that is 80% that of the national average. We also receive £300 per head less in terms of public spending, which results in education and health outcomes lagging behind those of more prosperous regions.
5. Inequality in transport spending between north and south continue at unprecedented levels with London set to receive at least 10 times more investment than Yorkshire. Because of that, the Yorkshire transport system is out of date, unreliable and expensive. Each with its own precept and fares structure, making short journeys such as the 20 min trip from Doncaster to York prohibitively expensive.
6. The statement from the coalition of the willing in August 2017 to work towards a wider Yorkshire model that encompassed all Councils across Yorkshire and the Humber. We recognise the unity of voices calling for a wider Yorkshire model, including business and trade unions in recognising the distinct global brand that is one Yorkshire.
7. We note the level of disagreement and fall out amongst South Yorkshire leaders over the proposals for a South Yorkshire City region mayoral devolution model and the recently held community polls in Barnsley and Doncaster which resulted in an 85% majority in favour of a wider Yorkshire devolution deal as opposed to the restricted South Yorkshire model involving 4 councils of Doncaster, Rotherham, Sheffield and Barnsley.
8. We support the principles of devolution of finance and decision making from central Government to regional/local level and that any final devolution model for Yorkshire must be ambitious in its scale.

This AGM believes that: -

A wider Yorkshire combined authority directing investment decisions and using its purchasing power to negotiate with transport providers would address that lack of integration, improve bus and rail services and promote growth and leverage in further investment.

In light of the Brexit vote it is of vital importance we secure inward investment and trade agreements to Yorkshire and that our vision of a devolution model that will unlock investment and build confidence by combining the advanced manufacturing of South Yorkshire with the

energy hub and ports of Humberside, the tourism and agriculture of the North with the financial and manufacturing centres of West Yorkshire.

It would be wrong and ill fated for the Tory Govt to plough ahead with the South Yorkshire City Regions deal and ignore the will of the vast majority of Doncaster and Barnsley people. The newly elected mayor would have few powers, and spending up to £2m on this election would seriously undermine not just his or her position but undermine the credibility of the whole devolution project. People in Barnsley and Doncaster would rightly feel disenfranchised and ignored in light of their 85% majority vote against such a deal.

We welcomed the Parliamentary debate on Yorkshire devolution and the compromise proposals put forward around an interim 2 year deal to allow a South Yorkshire deal to progress but allow for those Councils to form part of a larger devolution deal across the whole of Yorkshire from 2020.

This AGM resolves to: -

- 1. Campaign for a whole Yorkshire devolution deal with one mayoral authority across the whole of Yorkshire and the Humber with responsibility for economic development, transport, skills and training and the environment.**
- 2. Support the move to a one county deal by engaging positively with local authorities, business leaders and third sector organisations to construct a devolved model authority for Yorkshire by 2020.**
- 3. Play a positive role in representing working people in the structures of the new devolved authority making sure that public sector jobs and services are run by the public for the public, and that employers are encouraged to provide high quality employment standards in the public and private sector using procurement to improve conditions, training/skills and apprenticeships and well-being.**
- 4. Call for the adoption of a new default position for all public contracts. These contracts should only go to open tender where it is not possible for them to be directly provided by government at a national, regional or local level.**
- 5. Demand that the responsibilities of any devolved authority be provided with the finance from national government needed to properly pay for those responsibilities and that a proper evaluation of those costs be provided before the new authority is set up.**

12. Universal Credit: USDAW

Conference is deeply concerned at the impact of the Universal Credit system on low-income families as it is rolled out throughout Yorkshire and the Humber.

Conference believes that the reduction of the six-week waiting period to five weeks does little to lift the hardship suffered by claimants who are awaiting their first Universal Credit payment. The cuts to Universal Credit will leave many people, particularly lone parents, worse off than they would have been on tax credits. Conference is further concerned at the punitive sanctions being imposed on claimants.

Conference notes the particular issues faced by four-weekly paid workers, who will sometimes have two pay periods in one month, resulting in a drastic drop in their Universal Credit payment the following month.

It has been estimated that up to 98,000 children in the region could lose their entitlement to free school meals due to the new means testing under the Universal Credit system.

The combination of these factors risks pushing thousands more people into poverty across our region. According to the Trussell Trust, foodbanks in areas of full Universal Credit rollout have seen a 16.9% increase in referrals.

Conference agrees to campaign for a halt to the rollout of Universal Credit, so that it can be urgently reviewed to make it fit for purpose.

13. Education Funding: UCU

Mover: Elaine White, UCU

Seconder: Shelagh Hirst, NEU

This AGM notes:

Government ministers have recently and continuously refused to announce any increase in funding for Further Education.

The new minister for Higher Education recently announced a review of HE funding that will continue to push students into debt in order to gain an education.

Meanwhile, the scandal of senior executive pay in FE and HE continues, whilst lecturers and support staff are made redundant.

This AGM believes:

This is an attack on the working class and their communities, and is driven by the dogma of austerity.

This government is failing to provide young people with opportunities for education and social mobility, and damaging the future prosperity of the UK in a post-Brexit world.

This AGM resolves:

To fight for a properly funded education system that includes:

- increased funding per student for Further Education.
- a properly funded apprenticeship scheme that benefits students and colleges, not private training providers.
- abolition of student debt incurred through loans and tuition fees
- strict controls on the pay of senior leaders in Further and Higher education.

14. School Funding: NEU (ATL)

Mover: Shelagh Hirst, NEU

Seconder: Elaine White, UCU

The problems facing education are real and immediate as school funding has fallen in real terms by £2.8bn since 2015, which on average is a cut of £54k in Primary Schools and £205.6k in Secondary Schools. Schools urgently need more funds as 91% of schools are still facing further real terms cuts which despite promised funding changes, including a new funding formula, means:

- bigger classes
- fewer teachers and staff
- a reduced curriculum and resources
- parents plugging the gaps.

Funding must also be increased for “high needs” pupils, early years pupils and 16-19 education, all of which have suffered even bigger real terms cuts since 2010.

Y&H TUC AGM congratulates the NEU, NAHT, GMB, UNISON and Unite for setting up the School Cuts website, using the government’s own figures, which makes clear to millions of people the ongoing impact of funding cuts on their local schools.

Y&H TUC AGM also welcomes the work done by Fair Funding For All Schools and the many local parent and community groups within our region which, alongside the NEU, NAHT, GMB, UNISON and Unite continue to campaign against school cuts.

This campaigning continues to make school funding a pivotal issue in both local and national election campaigns and has an impact on the way people vote.

Therefore, the Y&H TUC AGM calls upon the Regional TUC to:

- vigorously promote this campaign to, and support, trade union members to contact and lobby their local councillors and MPs on this issue.
- facilitate meeting/s for relevant campaigners and stakeholders throughout the region, including affiliated Trade Unions, Trades Councils, Local Councillors and MPs to enable a co-ordinated approach to campaigning for increased funding for schools.

15. Football Lads Alliance: SYCATUC

Mover: Bob Jeffery, SYCATUC

Seconder: Sam Morecroft, UCU

Yorkshire and Humber Regional TUC notes with concern the Football Lads Alliance, which held a march in central London on Saturday 7 October that was several thousand strong. It is clear that the FLA demonstration attracted a big racist and far right presence. Former leader of the fascist English Defence League, Tommy Robinson, led the demonstration as it set off from Park Lane.

The FLA have said they will call a further demonstration in the north of England in May 2018 and they are supporting a demonstration by an Islamophobic group “Veterans Against Terrorism” in Newcastle in February 2018.

Yorkshire and Humber Regional TUC believes that:

- The anti-racist and anti-fascist movement has a proud tradition in Britain of pushing the racists and fascists back. The trade-union movement has always been at the centre of that. Over the last decade the fascist BNP and EDL have both been driven back to the point of extinction.
- One look across Europe should send us a stark warning. The breakthrough of the Alternative for Germany (AFD) with 93 MPs, the success of the right wing conservative Austrian People’s Party, the far right Freedom and Direct Democracy (SPD) arrival in the Czech Republic’s Parliament and of course the growth of the National Front (FN) in France.
- There is no room for complacency—new formations will appear and will need to be opposed.
- Fascists can use vehicles like the FLA to grow. The FLA leadership is failing to respond to the concerns raised by Stand Up to Racism about the far right and those with racist and Islamophobic views who are hitching themselves onto the project.

Yorkshire and Humber Regional TUC agrees to:

- support future Stand Up to Racism initiatives that seek to further expose and undermine racist and fascist elements of the FLA.
- support Stand Up to Racism, Show Racism the Red Card and other fan-based anti-racist initiatives which aim to take the fight against racism to the clubs and football grounds.

16. Sexual Harassment in the Workplace: USDAW

Mover: Pauline Markham, USDAW

Secunder: Formally

Conference is alarmed by the persistence of sexual harassment at work. Conference notes with concern that the vast majority of women do not report harassment, either to their employer or, where in a union, to their trade union.

Women working in all sectors of the economy and in all job roles are exposed to harassment. However, as harassment is about power, women in casualised and insecure work and those at the lower ends of low paid grading structures are particularly vulnerable.

Recent research by Usdaw echoes the findings of larger scale studies showing that harassment by managers and customers is an issue of strong concern. The belief that 'it's an employee's job to be friendly' and 'the customer is always right' contributes to the lack of reporting and significantly limits women's ability to deal with harassment. When women do report incidents, managers are usually reluctant to confront the customer.

Union membership amongst women is at an all-time high. This gives us an opportunity to make real progress in tackling sexual harassment at work. Sexual harassment at work can only be effectively tackled by the collective action of employers, trade unions and policy makers.

Conference urges the Yorkshire and the Humber TUC to make the issue of tackling sexual harassment a high priority in its campaigning work.

17. Public Investment in the Arts and Arts Education: Equity

Mover: Pete Keal, Equity

Secunder: Irene Docherty, NASUWT

This TUC Yorkshire & the Humber AGM welcomes the start made by people involved in UNISON, Musicians' Union, NUJ and Equity in establishing the TUC YH Creative and Leisure Industries Committee as well as the Committee's cultural manifesto for the region and its Love Culture Love Culture Unions street stall during Heart Unions week.

This AGM believes that:

1. To flourish, the Arts need a bedrock of public investment. Every pound of public money invested in arts and culture produces a fourfold return for local economies. Investment in arts and culture includes investment in the education and training of future workers in the sector;
2. The government's promotion of STEM subjects has led to the serious marginalisation of arts subjects in schools.

This TUC Yorkshire & the Humber AGM notes:

1. Public investment in arts and culture remains under attack through continued public expenditure cuts to local authorities, inadequate levels of funding to schools and the implementation of the English Baccalaureate;
2. According to the Government's own figures, the Creative Industries are worth more than £87 billion a year to the UK economy. This is comparable to the financial services and the construction industries. The creative industries sector is a growing sector of the economy in which over 2.5 million people work;
3. According to the Cultural Learning Alliance, there was a decline of 28% in the number of Arts GCSE entries in England when 2017 entries are compared with those in 2010.
4. The Government wants the vast majority of GCSE students to take the English Baccalaureate. This effectively makes a restricted list of 7 or 8 GCSE subjects compulsory for most school students. No creative, artistic or technical subjects are included in the Ebacc.
5. In our region, a number of drama and dance teachers have been made redundant or threatened with redundancy in recent months.

This AGM therefore calls on TUC Yorkshire & the Humber to:

- Continue to make the case for public investment in arts and culture stressing the importance of local authority investment in the sector;
- Support the continued development of the Creative and Leisure Industries Committee and its role in building solidarity in the face of current and future threats to the cultural sector;
- Continue to support the Bacc for the Future Campaign to reform the English Baccalaureate.
- Support Education Unions taking action against inadequate funding in schools, teacher redundancies and the English Baccalaureate

This AGM further calls on unions, especially those organising workers in education, libraries, museums, art galleries and other cultural organisations to take part in the Creative and Leisure Industries Committee.

18. Workers in the Variety and Light Entertainment Sectors: Equity

Mover: Pete Keal, Equity

Seconder: Formally

This TUC Yorkshire & the Humber AGM notes that thousands of entertainers perform in working men's clubs, pubs, circuses, care homes, theme parks, in public spaces and many other venues around the UK. These performers, many of whom are self-employed workers, often face huge challenges in the course of their working lives including night time and lone working, withholding of payments, closure of venues, lack of enforcement of agency regulation, low and no pay work and health and safety risks.

2017 is the 50th Anniversary of the amalgamation of Equity and the Variety Artistes' Federation (VAF) which has been marked by a year-long campaign to recognise the work of variety performers. 2018 is the 250th anniversary of the establishment of the first circus ever. It is a year of significant and high profile activity for circus supported by the Arts Councils and local authorities around the country.

This TUC Yorkshire & the Humber AGM recognises the challenges faced by live entertainment workers and resolves to support unions organising in the sector. TUC YH will also support unions campaigning to protect venues placed under threat from development projects and will assist unions lobbying for change to the licensing law framework in order to gain recognition for music and entertainment venues as a valuable part of the cultural landscape.

19. Regional Journalism: NUJ

This AGM once again notes that regional journalism and journalists still remain under horrendous pressure – not least from either past or current chaos in the boardrooms of major publishers such as Johnston Press and Trinity Mirror who together own many titles in the Yorkshire and Humber region.

This AGM notes that shareholder rivalry for control of Johnston Press threatens the livelihoods of scores of journalists as well as the very existence of historic news titles in this region and laments the plethora of closures and title mergers in recent years.

The NUJ wishes to record its gratitude to the Yorkshire and Humber TUC, all member unions, union member and activists for their support during the Local News Matters campaign week in March 2017.

More positively, this AGM also notes the 50th birthday of BBC Radio Leeds in June (2018) and commends all those involved in the station for its longevity and coverage of trade union activities, noting that the NUJ has represented journalists there since the opening.

This AGM notes NUJ campaigning to try to promote diversity in journalism – and instructs the regional executive to encourage support from unions involved in education to try to promote journalism as a realistic and achievable career for all young people,

regardless of their backgrounds.

This AGM further instructs the regional executive to continue to its support for NUJ initiatives and campaigns to try to resist further pressures on journalists and journalism especially in the light of boardroom turmoil and continuing mismanagement.

20. Orgreave – Continuing Political Prevarication: NUJ

Mover: Granville Williams, NUJ

Seconder: Formally

This AGM strongly condemns the continuing uncertainty from the government over any inquiry into the policing at Orgreave on 18 June 1984.

This AGM consequently commends the continuing determination of the Orgreave Truth and Justice Campaign in the face of apparently ceaseless political prevarication and indecision.

This AGM therefore instructs the regional executive council to continue to fully support the Orgreave Truth and Justice Campaign in their efforts to win a full independent public inquiry.

Emergency Resolutions

1. Carillion

Mover: Neil Derrick

Seconder: Formally

GMB is one of the largest trade unions involved in this disaster with many hundreds of members working for Carillion. Since it became apparent that the company was at risk of insolvency at the start of January, workers have found themselves in a perilous situation. Their jobs and pensions are at extreme risk.

The government is providing funding required by the Official Receiver to maintain public services carried out by Carillion staff, subcontractors and suppliers until a suitable alternative is found: This situation is changing daily.

Seven Carillion pension schemes, covering 6,000 people, have moved to the Pensions Protection Fund Assessment Period. It has been revealed that Carillion's pension fund had a £990 million funding shortfall.

We urge the Regional TUC to support our position and campaign with the GMB in calling for the government to:

- **Protect jobs and consider establishing a public sector body to safeguard existing contracts.**
- **Secure the wages of Carillion's estimated 8,500 workers employed on private sector or non-regulated utilities contracts.**
- **Establish an inquiry into outsourcing and the halting of contract awards to private sector service providers.**
- **Set up a task force to help private sector companies and employees affected by Carillion's collapse.**
- **Guarantee every worker with a pension, including sub-contractors, but inclusion in the Government Pensions Protection Fund.**

2. The #USSstrike

Mover: Sam Morecroft, UCU

Seconder: Iain Dalton, WYCATUC

Yorkshire and Humber TUC Notes:

- That UCU members involved in the #USSstrike have taken the first national industrial action since the Trade Union Act became law and smashed all the barriers placed in their way.

- That although it is too early at this stage to declare we have won a complete victory, UCU members have waged a fantastic struggle and forced huge concessions from previously intransigent employers
- That although threats of punitive pay deductions at many institutions have been withdrawn as a result of the power of the strike and its support, UCU members at 9 affected institutions are still threatened with punitive pay deductions for Action Short of Strike

Yorkshire and Humber TUC Resolves:

- **To call on all TUC affiliates to show active and practical solidarity to UCU members in struggle**
- **To promote UCU's achievements in securing a ballot for national industrial action and to encourage our sister unions to follow UCU's example**

3. WCAT and the Academies Disaster

Mover: Sally Kincaid, NEU / NUT

Seconder: Formally

Wakefield City Academy Trust collapsed in September. Nineteen of the 21 schools are now in the process of being re-brokered, two schools remain orphaned.

WCAT is not the first multi academy trust to collapse, but it is the largest so far, affecting the education of over 8000 pupils.

Academies / schools who had joined WCAT with a financial surplus have been left with no funds in the bank, as the MAT centralised and then spent all the schools' cash.

Conference notes that:

- Parents, carers, pupils and staff have been given no voice or choice about the future of WCAT schools.
- Schools and Local Authorities are struggling after massive year on year budget cuts. 85% of academies and 25% of maintained schools are in budget deficit this year. At the same time CEOs of many MATs have given themselves huge pay rises.

Conference calls for:

- **A full meaningful Enquiry to investigate the costs, human and financial, of the Academy programme, and its effectiveness.**
- **All TUC affiliated unions and trade councils to actively campaign for academies and free schools to be allowed to return to the Local Authority, and for LA's budgets to reflect these additional responsibilities**