

RECOVER

REBUILD

RENEW



Congress 2021

**GMB Congress 2021
Final Agenda**
6th to 8th June 2021



FINAL AGENDA

GMB CONGRESS 2021

Sunday 6th June – Tuesday 8th June



1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

GMB ZERO TOLERANCE STATEMENT

In today's modern society all form of discrimination –including intimidation and behaviour patterns, words and or actions that harm or undermine a person's well-being or career is unacceptable.

GMB will not tolerate any form of discrimination and will have no place in its organisation for those who would seek to discriminate.

GMB also hold as core principles the right to equality, dignity, and fairness in industry and society as contained within the Rule book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.'

GMB policies also state that our union will not tolerate any gestures, verbal or written or electronic communication or physical act that can reasonably be perceived as being discriminatory

Any persons within GMB who are subjected to such unwanted behaviour cannot function properly and are impeded from giving our membership the high quality of service that they deserve.

Harassment and discrimination, even in their most subtle forms, directly conflicts with the law and GMB policy and will not be tolerated at any level throughout the union. No employee or member of the GMB at any level should be fearful of reporting acts of discrimination.

GMB will treat all complaints of discriminatory behaviour seriously and will independently investigate them promptly, efficiently and in confidence.

GMB is furthermore committed to promoting respect and non-discrimination through on-going training, education and awareness raising programmes at all levels of the union lay and employee structures.

This statement applies to;

GMB members

GMB post holders

GMB employees - direct or indirect workers performing functions in relation to GMB

Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report

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CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

ACTING GENERAL SECRETARY & TREASURER

KENNY, WARREN

NATIONAL SECRETARIES

AZAM, REHANA
BRIMBLE, JUDE
PRENDERGAST, ANDY

GENERAL MEMBER AUDITORS

GREGSON, PAUL (MI)
HYMAN, CHARMAINE (SO)
KEMPSON, DAVE (MI)

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (57)

ABU BAKIR, KATHY (SO)
Public Services

ALLINSON, SHANE (MI)
Manufacturing

ASHTON, TRACEY (MI)
Public Services

BEVAN-JOHN, ARRON (SW)
Public Services

BRINKWORTH, GWYLAN (SW)
Public Services

BUCHANAN, KEVIN (SC)
Commercial Services

BURLEY, AMANDA (YO)
Public Services

CARR, MIKE (NO)
Commercial Services

CLARKE, MARGI (BI)
Commercial Services

CLARKE, RICHARD (BI)
Public Services

CLARKSON, CAROL (MI)
Commercial Services

DALEY, ELAINE (BI)
Commercial Services

DANIELL, SANDRA (SW)
Commercial Services

DEAN, ANNE (SC)
Public Services

DOLAN, JOHN (SC)
Manufacturing

FAITH, DANNY (LO)
Commercial Services

FARR, BRIAN (SW)
Manufacturing

FLANAGAN, DAVID (NW)
Commercial Services

GAGLANI, SHAILESH (LO)
Manufacturing

GARDNER, CHARLOTTE (SO)
Commercial Services

GIBBS, GORDON (BI)
Public Services

GILLIGAN, DEAN (LO)
Public Services

GREGG, MARGARET (NW)
Commercial Services

GUNTER, COLIN (MI)
Manufacturing

HARRIS, GARY (LO)
Public Services

HENEGHAN, FIONA (SO)
Public Services

HENSBY, KEVAN (YO)
Public Services

HOLMAN, NATHAN (SW)
Public Services

HOOKWAY, RACHAEL (LO)
Public Services

HOPE, DAVID (NW)
Public Services

HURLEY, SARAH (LO)
Public Services

HUTCHINSON, MARY (NO)
Manufacturing

JONES, KEVIN (SW)
Public Services

JUMMA, FARZANA (YO)
Public Services

JUSS, WARINDER (BI)
Commercial Services

MARTIN, EVELYN (LO)
Public Services

MCLEAN, DAVID (YO)
Public Services

MEYRICK, PETE (BI)
Fine Manufacturing

MINNERY, JUNE (SC)
Public Services

MURPHY, CATHY (SC)
Commercial Services

NEWMAN, ANDY (SO)
Commercial Services

PINDER, CATH (YO)
Manufacturing

PLANT, BARBARA (SO)
Public Services

RICHARDSON, GORDON (BI)
Manufacturing

ROBERTSON, CAROL (MI)
Commercial Services

ROBINSON, PENNY (LO)
Public Services

SAGE, MALCOM (MI)
Commercial Services

SCOTT, ROBBIE (LO)
Commercial Services

SMART, VIV (BI)
Public Services

SPICER, DONNA (SO)
Public Services

SUTTON, CATH (NW)
Commercial Services

WALKER, SUE (YO)
Commercial Services

WARCUP, JOHN (NO)
Commercial Services

WELHAM, BOB (NW)
Manufacturing

WINSON, LORRAINE (NW)
Public Services

WOODWARD, ALAN (MI)
Public Services

ZUBRUTE, SAMANTA (MI)
Public Services

NATIONAL OFFICE

BARNES, ANNA

BARTLAM, WENDY

BARTLETT, MEL

HOLDEN, ROSS

JOHNSON, LISA

MCGHEE, NIC

PERRIN, HILARY

SHEARS, DANIEL

SHORT, STEVE

SLATER, JACK

SMITH, BARRY

STAMMERS, JOHN

TURNER, LAURENCE

WYLIE, ALLAN

CONGRESS LAY DELEGATES

MALE / FEMALE BREAKDOWN*

REGION	M	F
BIRMINGHAM & WEST MIDLANDS	16	13
LONDON	34	22
MIDLAND & EAST COAST	16	14
NORTHERN	16	4
NORTH WEST & IRISH	29	16
GMB SCOTLAND	21	15
SOUTHERN	12	12
GMB WALES & SOUTH WEST	22	19
YORKSHIRE & NORTH DERBYSHIRE	19	13
TOTALS	185	128

*as at 30/04/21

BIRMINGHAM & WEST MIDLANDS REGION (BI)

MORGAN, JOE

REGIONAL SECRETARY

LAY DELEGATES (29)

ADAMS, BRIAN

S74 Stoke & Shropshire Gas

BAKER, KEVIN

C15 General

BENNETT, BRIAN

B43 Birmingham City General

BURNETT-PITT, JACQUELINE

N99 Northampton Local
Government

CARSON, WILLIAM

S20 Security

CHURMS, IAN

N99 Northampton Local
Government

COOPER, ROSEMARY

B43 Birmingham General

CORBETT, ELIZABETH

C15 General

DEARLOVE, CHRISTINA

B10 Banbury No.1

DINGLEY, TERRY

B01 Birmingham Public Services

EDWARDS, MERVYN

A15 ASDA

FARMER, THERESA

C15 General Branch

GARDNER, REBECCA

X13 Birmingham General

HARPER, LISA

A15 ASDA

HORLEY, VERONICA

B01 Birmingham Public Services

HORTON, STEPHEN

C80 Dudley

HUTCHINSON, RICHARD

T10 Tamworth

JAMES, DARREN

S85 Sandwell Community

JAMES, SARAH

S85 Sandwell Community

JONES, BRIAN

B95 P H Jones

LINDO, SHARIA

X13 Birmingham General

MCCREADY, LISA

S75 Stoke Unity

PERRY, CASSI

B10 Banbury No.1

PICKERILL, PAUL

N45 Newcastle & Chesterton

PYKE, ANDY

B01 Birmingham Public Services

ROCHE, CHRISTOPHER

B48 Birmingham Water No.2

SAHOTA, KULDIP

W50 Wellington

TENNANT, JAMIE

X53 Unspecified

YATES, SHARON

S75 Stoke Unity

LONDON REGION (LO)

WARR, TONY

ACTING REGIONAL SECRETARY

LAY DELEGATES (55)

AGBOOLA, HENRY
E20 Edmonton/Enfield

AKBAR, MOHAMMED
L55 London Ambulance Health

AMADI, OBI
M23 GMB UNITE

BLOCK, PAUL
G20 Energy Central

BOOTH, EMMA
I36 Islington Apex

BOWEN, ANDREE
G43 GMB London Security

CHANA, TARANJIT
E10 Ealing

CHOLERTON, TONY
L39 London Zoological

COLES, JONATHAN
R27 Redbridge

CULLUM, GORDON
C11 Cambridge 2

DARCI, JAISUCLAL
C22 Central Wembley

DAVIES, DAVID
F15 Fulham 1

DAVIES, STEVE
B10 Barking

DESAI, UNMESH
P17 Plaistow

DUDLEY, KAREN
B44 Beds County

DUFFIELD, BRENDAN
B11 Barking & Dagenham LGO

FOSTER, MICHAEL
H34 Home Counties General

HAMBLIN, HEATHER
E12 East Dereham

HANLON, CATHERINE
P17 Plaistow

HENDRY, KIM
X34 GMB @ PCS

HILL, ROBERT
I35 Islington Apex

HOLLAND, CATHY
C35 Essex Public Services

HUGHES, ELIZABETH
I31 Ipswich & District

HUSSEIN, FEVZI
X03 CWU Staff

JONES, STEPHEN
R27 Redbridge

JUSS, SATVINDER
X58 London Central General

KATSIGAZI, NAOME
X19 Camden Apex

KELLY, SUSAN
X47 Holborn

KHALICK, HUMAYUNE
S22 Securicor 1

KIMBER, ABIGAIL
B46 Bucks County

KING, TOM
X47 Holborn

LAW, ALAN
K17 King's Lynn No 1

MAKWANA, PUSHPA
N25 Newham Apex

MCLAUGHLIN, SAMANTHA
G43 GMB London Security

MAHOMED, BISMILLA
L54 London Stores General

MURRAY, CLAUDIA
L54 London Stores General

OMATAYO, OBADINA
E20 Edmonton/Enfield

OSWICK, WAYNE
S71 Stansted Airport

PEREIRA, MARLOS
H48 Houses of Parliament

POLLARD, LIAM
S25 Whittington Services

PUDASAINI, RAJ
C46 Central North NHS

REID, DAVE
Q23 Huntingdon & Wisbech

RONEY, CLIFF
E15 Thames General

SCHEIMANN, MARC
L45 Luton

SHAW, BRIAN
X34 GMB @ PCS

SMITH, JANICE
E12 East Dereham

STOHR, ADRIAN
B22 Braintree & Bocking

TEW, TRUDI
B44 Beds County

THOMAS, VAUGHAN
N27 Norfolk Public Services

THOMAS, VIVIEN
N27 Norfolk Public Services

TIMMINS, DIANE
C30 City of London

UNADKAT, VARSHA
C22 Central Wembley

UTULU, LAWRENCE
X19 Camden Apex

WARR, NICOLA
B46 Bucks County

WHEELER, ROBERT
H30 Hendon

MIDLAND & EAST COAST (MI)

ALLEN, MARTIN
REGIONAL SECRETARY

LAY DELEGATES (16)

BURKETT, IAN
GMB Energy & Utilities

BURN, CARL
Hull No.1

CLARKE, IAN
GMB Derby Rolls Royce

COOK, BEN
GMB Mid Lincs

DAVIDSON, YVONNE
East Midlands Police Staff

DE, DEBASHIS
Hull No.1

EVANS, JASON
Leicester Water

GIBBONS, DECLAN
Grantham Community

HELEY, BILL
Midland Healthcare

JOHNSON, HELEN
Eurotec

KELLAM, HELEN
Nottingham Tec

KEIGHTLEY, NATHAN
GMB Leicestershire

LOVATT, DAWN
Lincoln Tec General & Apex

SHAW, JULIE
Hull Retail & Distribution

WASS, VICKY
Bassetlaw & Worksop

YEL, TONI
Eurotec

NORTHERN (NO)

COATES, BILLY

REGIONAL SECRETARY

LAY DELEGATES (19)

BLUNT, ANDREW

C01 - Cumbria Contractors

HUNTER, THOMAS

S52 - South Shields 2

SAWDON, PETER

Z46 - Stockton 3 Eng

CONWAY, CLARIE

N26 - Northern Electric Ind

JONES, OSCAR

M45 - Middlesbrough 5

SOWERBY-SCOTT, SUSAN

D30 - Durham General

COOKE, NIGEL

M45 - Middlesbrough 5

KANE, PETER

C17 - Metal Box Carlisle Ind

SPEAKMAN, RICHARD

Z12 - Darlington Eng

DAWSON, CRAIG

F29 - Nth Tyne Health & Social Care

MURRAY, GEORGE

T25 - Newcastle & North Tyne Gen

TIMBEY, LES

D43 - Durham County LA

DOWSON, ELLEN

A61 - Asda Stores

RIDDLE, DAVID

W22 - Sunderland City LA

TUBURU, BINA

G13 - Gateshead LA

EARL, THOMAS

C20 - Carlisle & Cumbria LA's

ROBSON, MARTIN

H40 - Northumberland County LA

FOX, LORAINÉ

A61 - Asda Stores

ROE, MARK

C42 - Stockton 1

NORTH WEST AND IRISH REGION (NW)

MCCARTHY, PAUL
REGIONAL SECRETARY

LAY DELEGATES (45)

ALI, KAMRAN
RMB1

ALLEN, ANTONY
M96

BAMFORD, MARK
P42

BOYLE, JAMES
U88

BRICIOC, ROXANA
P42

BROPHY, SEAN
E76

BUCKLEY, STEVEN
WCM1

BUOEY, JANET
N61

CAIRNS, GILL
A56

COOPER, ANDREW
N45

DAVIES, JAYNE
L22

DELAHUNTY, PAT
P41

DOCKERY, MARGARET
B16

ENGLAND, LINDSAY
B19

DOHERTY, KAY
W80

FLANAGAN, KEVIN
Q22

GOULDING, BILLY
N45

GRAY, DAVID
G40

GRIFFITHS, KENNETH
A08

GUNN, ROBERT
F72

HENRY, DOUGLAS
M35

HINDLE, PAUL
OPS1

KROLIK, MAREK
Q22

LALKHAM, BERNARD
J01

MALCOLM, ALAN
X02

MARNELL, ROBERT
X24

MAWDSLEY, VINNIE
L25

MCCANN, ANDREW
N30

MCDONNELL, JOHN
T20

MCGAFFIN, LYNETTE
M53

MERCER, LINDA
A08

O'HAGAN, NEIL
V15

PATRICK, TRACEY
X07

PITCHFORD, JO
B23

RAWSTHORNE, BARBARA
Y03

RICHARDS, PAUL
K28

RYAN, ISABELLA
L34

SMITH, JOE
W87

STODDART, ANN
HC1

STODDART, BARBARA
N32

SWIFT, STEVE
M15

TAYLOR, ALLISTER
B91

TETTEH, NATHANIEL
B19

TIMSON, PATRICK
A62

WALL, LINDA
A24

GMB SCOTLAND (SC)

SMITH, GARY

GMB SCOTLAND SECRETARY

LAY DELEGATES (36)

BOYD, MARGARET

Glasgow Nurses

CARR-POLLOCK, TOM

Bathgate

CARSON,VBRENDA

Clydebonding

CHANNON, JOHN

SGN

CHARLTON, AMANDA

Glasgow City Council (APEX)

DOCHERTY, PETE

Tollcross Biscuits

DRYLIE, ANNETTE

Fife Public Services

DUFFY, PAT

North Lanarkshire 1

FINN, MARY

Glasgow NE & SW Health Service

GANLEY, LEAH

Elgin

GAULD, JULIE

Asda Retail

GRAHAM, ROBERT

Fife Public Services

GREENE, ALICE

Scottish Ambulance Service

HOOD, DONNA

Glasgow Nurses

JORDAN, JAMIE

East Ayrshire PS

KYLE, DREW

East Ayrshire PS

MAXWELL, HAILEY

Glasgow General (APEX)

MCCROSSAN, JIM

Dumfries & Galloway Council

MCNAUGHTON, MARY

Asda Retail

MILLER, JAMES

North Ayrshire PS

MITCHELL, CHRIS

Glasgow 40

MOORE, JAMIE

Glasgow NE & SW Health Service

MULLIGAN, MARY

Scottish Ambulance Service

MULLIN, SAM

Glasgow Health Service (APEX)

NEEDHAM, MICHAEL

Scottish Gas Staff

RITCHIE, KEVIN

Aberdeenshire PS

ROBERTSON, CHARLIE

LA Staff

SMITH, RAYMOND

Falkirk PS

STEWART, ALAN

Glasgow General (APEX)

STOJILKOVIC, FRANCES

Glasgow 1

TASKER, IAN

Glasgow General Apex

THOMPSON, ANDY

Scottish Water

THOMSON, SHONA

Glasgow 1

WALKER, LINDA

Inverness &

Highland General

(Not Council)

WALKER, DUNCAN

Grangemouth 583 (CFTA)

YOUNG, DONALD

Fife Public Services

SOUTHERN REGION (SO)

BOWDEN, JUSTIN
REGIONAL SECRETARY

LAY DELEGATES (24)

ADAMS, LOUISE
G36 Security

AMOO, JUBRIL
L26 Wandsworth

BEE, LUCA
L25 LB Southwark

COX, WENDY
G33 London Ambulance Service

DANIELS, BERNADETTE
B10 Richmond

DARA, ROHIT
G38 Surrey County

DE BRUXELLES, MARTHA
W15 Wiltshire & Swindon

DENNIS, JAMIE
D27 Dungeness Electricity

DONNELLY, ROBERT
D30 Dorset CC

HOUGH, GEOFF
B50 Sussex

HUTCHINGS, STEPHEN
A53 Didcot & Oxon

JACKSON-AMPAW, NANA
C60 Croydon

JOHNSON, PAUL
W47 Wilkinsons

KASSAM, LEILA
X96 South London Universities

MILLER, LAURA
L32 LB Sutton

MILLINSON, STEFAN
T21 Thanet & East Kent

NKUM, CHARLAINE
K19 SW London General

PALERMO, NICOLETTA
B50 Sussex

PINK, KEVIN
L16 LB Greenwich

RAZA, SYED
P29 South Coast Gas & Utilities

THOMPSON, MARTYN
L26 Wandsworth

UGUEME, VICTORIA
S37 Southampton

WATSON, CAROLINE
L32 Sutton

WILSON, AUDREY
W32 Wimbledon

GMB WALES & SOUTH WEST REGION (SW)

BRADY, RUTH

REGIONAL SECRETARY

LAY DELEGATES (41)

ALIMI, YAZMINE

C02

BEARCROFT, SHEILA

M63

BOHIN, PAUL

B86

BUTLER, MAXINE

W66

DAVIES, IAN

J15

EDWARDS, WAYNE

M18

ESTEBANEZ, CAROL

R45

EVANS, NIGEL

D15

FLOWERS, ALISON

CO3

FORTE, MICHELLE

A50

GALLEOZZIE, GAVIN

A50

GRIFFITHS, NICOLA

M18

HARRISON, SHARON

H15

HARRISON, TRACEY

A03

HUNT, PAUL

W71

ISMAY, DEAN

C02

JONES, CRAIG

R45

JONES, LYNDSAY

M58

LEADER, ANN

P80

LEE, EDDIE

P19

LEWIS, WENDY

C22

MCGUIRE, PAUL

W21

MCLEAN, JAKE

W21

MILLS, ANDREW

B96

MURPHY, SHAUN

Z14

PARKER DELAZ AJETE, LORRAINE

P18

PARR, PAMELA

C10

PHILLIPS, JOHN

W17

REED, DARRYL

A57

REYNOLDS, STEPHEN

W21

RIDLEY, KEITH

T28

ROGERS, PHILLIP

S62

SHUTTLEWOOD, JANET

S62

SMITH, JENNIFER

P80

THOMAS, PAUL

P72

THORPE, SHARON

W17

VALE, CARLY

H15

VINER, ANDREW

C33

VIVERS, GLENYS

C03

WARN, NIGEL

D19

WILSON, MICHAEL

D15

YORKSHIRE & NORTH DERBYSHIRE REGION (YO)

DERRICK, NEIL
REGIONAL SECRETARY

LAY DELEGATES (30)

BAGNALL, PETER
L10 – Leeds School Support Staff

BERRY, DAVID
S38 – Sheffield Mcp & Light

BLACKBURN, ADRIAN
A55 – Asda Stores

BOLAM, ELAINE
R62 – Rotherham Gen & Mcp

BUTLIN, CLAIRE
S15 – Smart Energy

COOPER, JAMES
Y10 –York General

EQUIAMO, HASHIM
L30 – Leeds Local Govt Staff

FOSTER, KIRK
Y22 – Rowntree & Associated

GAVIN, CINDY
X20 – Leeds General

GILBERTHORPE, KENNETH
Z13 – South Yorkshire &
North Derbyshire Blmks

GLEDHILL, JULIE
P20 – Parkgate

HARDING, GINA
B05 – GMB Organising Branch

HOWARD, PAUL
A56 – Asda South

JACKSON, MARTIN
B15 – Barnsley Health

KEMP, IAN
P20 – Parkgate

LOCKWOOD, NEIL
R75 – Ripon & Thirsk General

MCKAIG, JUDE
B05 – GMB Organising Branch

MIREK, BOZENA
A40 – Asda Distribution

MOAT, LEWIS
R62 – Rotherham Gen & Mcp

MORRELL, ALLISON
D20 – Doncaster Central

MUSTILL, EDD
S35 – Sheffield Health

NEIL, CRAIG
A56 – Asda South

O'BRIEN, PAUL
D20 – Doncaster Central

RHODES, PAUL
W80 – West Yorkshire
Police Support Staff

RONTREE, ANDREW
X20 – Leeds General

STEVENSON, JOHN
S96 – Sheffield Local Govt Staff

STRANGEWOOD, JANET
A55 – Asda Stores

TURNER, CLAIRE
S15 – Smart Energy

WILSON, GARY
D31 – Derbyshire County Council

YOUNG, SARAH
S35 – Sheffield Health

GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

Sunday 6 June - Tuesday 8 June

9:30AM to 1:00PM, 2:00PM to 5:30PM

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

3. GENERAL MOTIONS AND RULE AMENDMENTS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rule Book.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

- (i) The Committee shall determine whether or not each Motion is "in order" for debate at Congress i.e.
 - whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
 - whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
 - whether the Motion covers more than one subject;
 - whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been "overtaken by events");
 - whether the wording of the Motion is incomprehensible;
 - whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
 - whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled "out of order" by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

- (2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

- (3) The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

7. CENTRAL EXECUTIVE COUNCIL

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only

do so provided the delegation's policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried. If a CEC Special Report is carried then any Motions in opposition to the Report in whole or in part will fall and not be debated.

9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress.

If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

Show of Hands: The President shall call for those in favour to show, and shall then call for those against.

Teller Vote: The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

Card Vote: A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- (d) tellers will provide a ballot box for each regional delegation;
- (e) the President will announce the number of the card to be used – for example: 'Card Vote number 1';
- (f) delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;
- (g) once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;
- (h) the General Member Auditors will count the votes, and notify the President of the result

President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

For Congress 2021 voting will be online via the democracy platform being utilised for the hybrid / digital Congress 2021, and further instructions on voting will be issued following delegate registration.

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

In the event of a contested election of President and/or Vice President, voting will be on line via the democracy platform being utilised for the hybrid/digital Congress 2021, and the Standing Orders Committee will issue a supplement to SOC Report No 1 at Congress with a recommendation for the procedure for the election.

12. LITERATURE

No literature or leaflets – other than official GMB literature – may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

13. PREVIOUS CONGRESS DECISIONS

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

1974 CONGRESS, BLACKPOOL, MOTION 257 PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH (London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials' salaries and matters related to conditions of service.

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year's Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

MELTON GENERAL BRANCH (Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH (London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH (London Region)

CONGRESS 2017, PLYMOUTH, MOTION 1 CONGRESS PROCEDURES

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a written copy of the CEC's stance in response to their motion (s) ahead of any Pre-Congress delegates' meetings as to better facilitate and inform lay members during Congress each year.

LOWESTOFT BRANCH (London Region)

**CONGRESS 2017, PLYMOUTH, MOTION 2
SAVE MORE TIME FOR CONGRESS DELEGATES TO
SPEAK**

This Congress is concerned at the extended period over which the business of annual congress is conducted, and agrees the crucial importance of lay delegates having a full opportunity of contributing to the development of GMB policy.

We call upon Congress, therefore, to ensure that the time of this event is used as optimally as possible and, whilst accepting that paid officials and guest speakers have a role to play at Congress itself, to limit the amount of time set aside for their respective contributions.

**TORBAY AND SOUTH DEVON BRANCH
(Wales and South West Region)**

**CONGRESS 2018, BRIGHTON, MOTION 8
SPEAKERS ON MOTIONS**

This Conference urges that, in the interest of the smooth running of Congress that, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder.

**Q78 BRANCH
North West & Irish Region**

**CONGRESS 2019, BRIGHTON, RA451
BUSINESS OF CONGRESS
RULE No.9 CLAUSE No.4**

Line 2 after "Ordinary Congress" insert "Any branch may submit up to three motions under this rule"

Line 11 after "Clause 3 above" insert "Any branch may submit up to two rule amendment proposals under this rule"

**L25 BRANCH
North West & Irish Region**

STANDING ORDERS COMMITTEE REPORT No.1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President's discretion.

Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Sunday 6 June – Tuesday 8 June
9.30 am – 1.00 pm, 2.00 pm – 5.30 pm.
(Due to the electronic nature of Congress 2021, the SOC will be recommending breaks during each session. These will be highlighted by the SOC Chair in reports given during Congress proceedings)

The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

Times for Speakers

For the hybrid/digital Congress 2021, and with the aim of maintaining the same times throughout Congress, the Standing Orders Committee recommends the following Time Limits for Speakers

General Motions and Rule Amendments:

Movers up to	3 Minutes
Seconders up to	2 Minutes
Other Speakers up to	2 Minutes

Composite Motions

Movers up to	3 Minutes
Seconders up to	2 Minutes
Other speakers up to	2 Minutes

It would help the business of Congress enormously if, wherever possible, motions could be formally seconded, and if replies to questions and debates were kept to a minimum.

Where the Central Executive Council is supporting a Motion without qualification or statement, no further Speakers should be called after the Motion has been moved and seconded unless the Speaker is opposing the Motion. In the event of opposition, the Mover will have a right of reply of up to 2 minutes.

Officers' Reports:

General Secretary up to 10 Minutes

Questions up to 1 Minute

Delegates should consult with their Regional Secretaries before putting Questions to Officers' Reports and Section Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

Special Reports and CEC Statements:

Mover up to 5 Minutes

Other Speakers up to 2 Minutes

As this Congress is being undertaken in a new hybrid/digital format, the SOC will review speaking times after each session and may propose amendments in the interests of ensuring that all business is dealt with within the 3-day timescale.

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the General Secretary no later than 5.30 pm on Sunday 6 June. Questions should be sent by email to the following e mail address that has been set up for Congress 2021, toptable@gmb.org.uk

Motion Out of Order

The Standing Orders Committee has ruled that the following Motion is Out of Order for the reasons specified:

Motion 112 Credibility in ASDA

In accordance with Paragraph 3.1 (i) of the Guidelines for Congress Business the Motion ought to be dealt with by a more appropriate body. The Motion is about industrial strategy in ASDA. This is an industrial matter for GMB members in ASDA and the relevant GMB Committees and not a policy motion for decision by GMB Congress.

Motions in line with Existing Policy

In accordance with recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with existing GMB policy. The CEC Report on "Existing Policy Motions" printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

Motion

No: Title

54	Disability and Dignity
61	Women's Poverty
63	Ageism in the Living Wage
65	Legal Requirement for A.E.D. in the Workplace
88	Exploitation of Workers by Umbrella Companies
103	Workers' Rights
162	Labour Councilors and MPs
175	End Poverty in the World's Fifth Richest Economy
178	Labour Party
185	Challenging All Discrimination and Hate Speech
196	NHS
199	Availability of NHS Dentists and Treatment

201	Abolition of Prescription Charges for Young Workers in England
203	Prostate Cancer
211	Mitigating the Impact of Child Poverty in Education
250	Homeless Because of Universal Credit
251	Homelessness and the Working Poor
253	Ending the Need for Foodbanks – Midland and East Coast

Composite Motions

Agreement has been reached on the Composite Motions printed in the Final Agenda.

Emergency Motions

The Committee has ruled that the following Emergency Motion is in order:

EMI Gypsy, Roma and Traveller Community a direct attack with the Police, Crime, and Sentencing Bill.

Election of President and Vice-President

In the event of a contested election of President and/or Vice-President, voting will be on line via the democracy platform being utilised for the hybrid/digital Congress 2021, and the SOC will issue a supplement to Report No 1 with a recommendation for the procedure for the election.

DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress. The SOC do not accept videos as part of the moving, seconding, or opposing of motions.

STANDING ORDERS COMMITTEE MEMBERS

Darren James (BI) – Vice-Chair

Karen Dudley (LO)

Helen Johnson (MI) – Chair

George Murray (NO)

Isabella Ryan (NW)

Mary Finn (SC)

Charlaine Nkum (SO)

Nigel Warn (SW)

Paul O'Brien (YO)

CENTRAL EXECUTIVE COUNCIL OBSERVERS to the STANDING ORDERS COMMITTEE

Bob Welham (NW)

Donna Spicer (SO)

INDEX OF MOTIONS AND RULE AMENDMENTS

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108	A RIGHT TO TIME OFF FOR COMMUNITY WORK
201	ABOLITION OF PRESCRIPTION CHARGES FOR YOUNG WORKERS IN ENGLAND
81	ABUSIVE BEHAVIOUR
49	ACCESS TO EMPLOYMENT FOR THOSE WITH A DISABILITY
187	ACCESSIBLE HOUSING FOR THE DISABLED
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78	AGAINST NO STRIKE CLAUSES
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246	ARE STREET CLOSURES UNDER THE GOVERNMENT FRIENDLY STREET SCHEME REALLY FRIENDLY FOR USERS?
109	AUTOMATION AND FUTURE WORKING WORLD
199	AVAILABILITY OF NHS DENTISTS AND TREATMENT
240	ACCESS AVAILABLE FOR DISABLED PEOPLE WHEN TRAVELLING ON PUBLIC TRANSPORT
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KEY

- X Motions and Rule Amendments marked with an ● X have been ruled as 'Out of Order' by the Standing Orders Committee and are listed in Standing Orders Committee Report No.1
- EP Motions marked with ● EP are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.
- Cx Motions marked with a ● C followed by a number are part of a Composite Motion which are listed at the end of the Final Agenda.

UNION ORGANISATION: CONGRESS

1. TRANSPARENCY OF VOTING AT CONGRESS

This Congress is concerned that in past Congresses the votes on controversial issues are not seen as being transparent and in some cases seem to be inaccurate on how votes are counted.

We should move away from an outdated system that is reliant on delegates calling for a card vote.

Congress therefore asks for a better system of counting votes that is accurate and more transparent so that democracy is seen in action.

This will also encourage delegates to be present when voting is in progress.

CAMBRIDGE 2 BRANCH

London Region

3. GENERAL SECRETARY'S REPORT

This Congress notes that the General Secretary Annual Report is issued to delegations on the eve of the start of congress. Congress also notes that the annual report can change GMB Policy.

This Congress agrees that in future years the annual report should include an appendix section where any changes to GMB policy contained in the Annual report are set out to make it easier for the Delegates to identify what, if any policy changes are proposed.

GMB @ PCS BRANCH

London Region

UNION ORGANISATION: GENERAL

C1 6. GMB DEMOCRACY

This Congress is concerned that the GMB General Secretary & Treasurer election of 2019 saw a turnout of only 8.5%.

Congress believes we need a strategy to bolster the democratic participation that will strengthen this union. This would begin with a plan on how to help improve local branch participation across the regions. Secondly, a co-ordinated strategy across the regions to lift the profile of

the General Secretary and the Central Executive Council elections citing how our democracy works and fostering an atmosphere of collective ownership.

Congress therefore instructs the Central Executive Council to set up a committee to devise a strategy that:

Looks at modern technology and social media for both the publicising of the elections and what each candidate stands for and wishes to help implement in their prospective post.

Devise a plan to help mobilise the members to vote with special consideration of how to encourage and support the branches.

Build a timetable to the next election that can be publicised to branches early and includes more events leading to the elections.

CAMBRIDGE 2 BRANCH

London Region

C1 7. ENGAGEMENT WITH MEMBERS

This Congress expresses its concern over the turnout on the 2019 General Secretary election. For our General Secretary to be elected with less than 10% of members' voting is totally unacceptable and we would want to see this vastly improve.

Therefore, Congress instructs the CEC to ensure that any future Elections engage the whole of our membership and we would want to see a full report analysis after each Election so we can constantly review our procedures.

ESSEX PUBLIC SERVICES BRANCH

London Region

11. POSTAL VOTING REGISTRATION

This Congress believes that one of the reasons for last year's disastrous general election result was the fact that not enough potential Labour voters register for postal votes or register to vote at all.

Therefore, all emails sent by the GMB at any level, national, regional or branch should contain a link to the relevant website to make it easier for members to register.

NORTHANTS COMMUNITY BRANCH

Midland & East Coast Region

16. MENTAL HEALTH

This Congress believes on mental health, more should be done on their website as if anyone of us was to look on there, we will not find anything on mental health awareness, as a member or a union representative.

B10 LB RICHMOND BRANCH
Southern Region

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

C2 18. BRANCH ENGAGEMENT

Despite growing national membership, active engagement at branch level is very low. Given the challenges facing members, this low engagement is a cause for concern and we need to understand why this is, and to do something about it. At Branch level we as Branch Officials have tried to encourage members to attend branch meetings and to become active in our Branch. We have looked at different, more accessible venues and holding meetings at different times and days. The problem that we are not alone in facing is members' working times and shift patterns and members working more than one job, trying to fit in branch meetings around these issues can be tricky.

We call on the GMB to undertake a national listening exercise to understand why our members are not actively engaging in local branch activities of the union.

Taking several factors into consideration, it is quite notable that whilst our membership numbers are on the increase through recruitment and other avenues, branch engagement is on the decline or in often times stagnant in branches nationally.

We would like to hugely promote and strengthen our branch with having active members getting involved in various branches. Given the current low participation at branch level, it is quite concerning if we are to represent the need of our members, more efforts should be ascribed on promoting the benefits to be active in branch level.

Bearing in mind the challenges we are going to face nationally in the coming years with workers' rights, job stability and various barriers faced by the working class, it will be good practice to promote and provide set ways to increase member lead relationships in our various branches.

We know we are not just speaking for our branch alone but other numerous branches. There is a greater good to be had when members become active in their various local branches. There have been cases where members have had to travel 70 miles round trip to attend meetings, not knowing who their branch secretaries are – this is not encouraging.

We call on the GMB as part of a listening campaign to facilitate and implement survey exercises to promote a new surge for branch engagement.

S37 SOUTHAMPTON BRANCH
Southern Region

C2 19. GMB DEMOCRACY

Congress recognises that the hub of GMB democracy is in the branches. Unfortunately branch engagement in democracy is declining. Less than 50% of branches truly engage in democracy, equality, politics and daily branch life. Branch plans are not generally taken seriously by branches and used as a tick box exercise to simply ensure that branch income continues.

Congress commits to extending the principles of One Union to Branch life to ensure the future of our Union.

C28 PETS BRANCH
Southern Region

20. SUPPORT GMB REPRESENTATIVES

This Congress notes;

Within the current GMB structure, there is no system or process in place to support representative's health and wellbeing

This places representatives at a significant disadvantage and risk as should be afforded the same care and support they so readily offer members

GMB need to note this as a duty of care to representatives

This congress requests;

We request that a third-party organisation is put in place for Representatives of GMB to have an outlet and a safe and confidential place to vent and discuss any issues as it is not always appropriate for representatives to go to their Region.

We request measures are put in place to safeguard and support representative's mental health and wellbeing

L26 L B WANDSWORTH BRANCH

Southern Region

22. TUPS BRANCHES - AIM FOR 100%

This Congress endorses the creation of a campaign to push for 100% trade union membership in trade union employers and the Labour Party.

A report will be made to the 2022 Congress outlining progress made.

GMB CWU STAFF BRANCH

London Region

UNION ORGANISATION: RECRUITMENT & ORGANISATION

25. EASTERN EUROPEAN TRUST & RECRUITMENT CAMPAIGN

This Congress calls on the CEC to support and help to set up an Eastern European recruitment campaign.

The GMB stewards and activists deal with a lot of scepticism in the workplace due to East-European beliefs and distrust. The reason behind all these issues is that in some European countries, Trade Unions are corrupt, or they have no power to represent their members.

Many EE immigrants don't speak English and do not know their rights as employees in the UK.

- What can GMB do to help them?
- Can they really trust GMB?
- Is GMB powerful enough to represent them?
- Are they going to be just puppets in a bigger game?

The CEC needs to develop and resource a new "KIT" with "Training" so GMB stewards and activists can target the Eastern European workers and make them understand that Trade Unions have a voice because of its members and we can only be powerful if we stay together.

P42 PRESTON BRANCH

North West & Irish Region

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

28. MEMBERSHIP FEES

This Congress agrees that it is now time for a change in the GMB contribution structure especially as we have seen many members leave this year.

GMB needs to be the Union of choice for all workers across all Sectors. Therefore, Congress instructs the CEC to look at this issue with a view to implementing a more modern contribution structure

ESSEX PUBLIC SERVICES BRANCH

London Region

30. ADVERSITY SUPPORT FUNDING

This Congress, unfortunately many people who have been in a union such as the GMB can find themselves out of a job due to ill health, industrial injury, disease, or find themselves adversely affected by situations such as Covid-19.

But not only out of work but struggling when there are on long term sick and go on to half pay or no pay. This is extremely harder for members who are part time workers and their wage is their only source of income. GMB have always been good at supporting members who go on strike financially, shouldn't we also be supporting our members who lose pay due to sickness. Not only don't our members have to find monies to put food on their tables, but also heating and getting medication where they don't have an exemption.

Like another trade unions we believe that GMB should also be able to give financial aid to our working members that have lost pay due to a pandemic and viruses. We should consider where we can retain membership and not lose membership where we are not offering support like those others.

Giving someone financial help in such adversity is actually worth more than the money, it's the right thing to do, and can go a long way in to restoring people who have been let down by the

system they work in. It is the last flicker of light in a darkened room. I hope GMB can understand why it is the right thing to do for the reputation of the GMB and those members in need.

We acknowledge that branches do cover for members when they go on to no pay, one thing is do we reduce members contribution to part time rate when they go on half pay? Why not show non-members the benefit of joining GMB if these are all implemented.

L30 – LEEDS LOCAL GOVERNMENT STAFF BRANCH Yorkshire & North Derbyshire Region

32. BRANCH ACCOUNTS

This Congress asks for the online Branch account system to be simplified. The current system has been in place since 2011 and could be made more user friendly.

MIDLAND HEALTHCARE BRANCH

Midland & East Coast Region

UNION ORGANISATION: UNION BENEFITS & SERVICES

37. NATIONAL DRIVERS FUND

This Congress requests that in order to better assist and retain members, a GMB national drivers fund is established.

At present some Regions offer this facility to drivers which pays fines or parking tickets in certain situations but not all Regions offer such a facility.

Based on the "One Union" approach we request a centralised scheme is adopted for the benefit of all members UK wide.

Currently, there is an inequality across Regions and as sister Unions offer a national scheme this seem incongruous to a general union such as GMB. Such a scheme can be managed on a rotating basis by regions to keep administration to a minimum or by a national office administrator

GMB PROFESSIONAL DRIVERS BRANCH

London Region

UNION ORGANISATION: EDUCATION & TRAINING

40. GMB ENVIRONMENTAL (GREEN) REPRESENTATIVES IN THE BRANCHES AND WORKPLACES

This Congress calls on the GMB Executive to look at ways to implement and actively encourage the use of TUC trained GMB appointed environmental (Green) reps within the branch and workplace, before the end of the year by:

1. Encouraging each branch to have an environmental champion to give a lead to the other GMB representatives and members in the branch.
2. Look at ways to add TUC approved environmental training to the safety reps training.
3. Look at ways to give existing union officers, representatives and branch role holder's environmental training in line with the standard set by the TUC.
4. Look at ways of getting employers to recognise the role of the Environmental Representatives and add the agreed function into the standard recognition agreements.

Congress also calls on the Executive to encourage the use of best environmental practice within the GMB and set a dedicated policy and a union lead / spokesperson for environmental matters, and demands that the union supports all practical measures to protect our environment as soon as possible, plus any other practical measures necessary to achieve a cleaner and safer environment.

HULL NO.7 BRANCH

Midland & East Coast Region

41. NON-DISCLOSURE AGREEMENTS HAMSTRINGING CONSULTATION AND REPRESENTATION

This Congress calls upon the CEC to work with GMB Education Officers in providing guidance and education to workplace representatives in relation to employers' application and use of 'Non-Disclosure Agreements' when conducting collective consultation procedures in particular.

We have seen a growing trend in relation to this, which only serves to stifle engagement with members, and places membership, due process, and relationships at risk.

LEICESTER WATER BRANCH

Midland & East Coast Region

42. POLITICAL ACTIVITY

This Congress, we applaud the work done by GMB in the political arena and note the many GMB MP's.

We call on Congress to significantly expand its political training to ensure GMB lay activist understand what is required and as such feel able to stand for political office, as a Constituency Labour Party officer or delegate, Local Campaign Forum officer or delegate, Parish Councillor, Town Councillor or Metropolitan Councillor or to serve in any other capacity.

Our politics needs to reflect the people it serves and give GMB a stake in decision making at all political levels.

B05 – GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

UNION ORGANISATION: EQUALITY & INCLUSION

43. GENDER NEUTRAL TOILETS IN GMB BUILDINGS

This Congress acknowledges gender specific toilets are not fit for the 21st century. As a Union, we are leading the way on equality, yet our offices are still behind.

An increase in gender-neutral toilets should be something we aspire to. It will address the concerns of transgender people who face intimidation and harassment in gender-segregated facilities when they are perceived by others to be in the "wrong" one, it will put non-binary people at ease about having to make a choice each time they visit the toilet, it would stop the assumption that it is "women's" toilets which need changing facilities for children and it would be a welcome move for disabled people who have carers of a different gender.

Some small changes would make a big impact;

- The signs on the toilets would need to be changed to signs simply saying 'Toilet', 'Toilets' or 'WC' (if a toilet has urinals, it can also be useful to change the sign as 'Toilets & Urinals', 'Cubicles & Urinals' or equivalent symbols).
- Toilets marked as 'Men' to be changed would all need sanitary bins in the cubicles (or a sign saying whether the bins are present or absent).
- A lock could be placed on the entrance of toilets for which there is only one cubicle where there may also be a separate sink/queuing area.
- Single gender-neutral cubicles would need to be provided where there are changing facilities that lack this option.

This motion calls for the GMB Union to de-gender toilets in its buildings so that all facilities are gender-neutral and to campaign for employers where we represent member to do the same. This motion also calls to ensure that in any future building works the GMB instigates in our estates that may involve toilet or changing facilities, said facilities are either completely gender-neutral or gender-neutral accessible cubicles are provided as a matter of routine.

W66 WREXHAM BRANCH

Wales & South West Region

C3 44. EQUALITY, JUSTICE AND RESPECT FOR EVERYONE- A BLACK FOCUS

This Congress welcomes the robust nature of the recent QC report on sex discrimination in the union. We believe that we must now unite to move forward making this union relevant to all sections of the membership with proportionality at its heart.

In 2003 the Elizabeth Henry report was produced. Authors included none other than Dawn Butler MP, who was employed by the GMB at the time. There are striking similarities in what was written almost 20 years ago to the most recent report produced by Karon Monaghan QC.

For black GMB members and activists the last few years have been very difficult. The hostile environment, the Black Livers Matters movement, the taking of the knee by footballers here in the UK, is an every day reminder that there are serious inequalities and structural racism across

society. It is a painful message but the GMB is not free from these criticisms. We have been honest enough to express a genuine desire to tackle Sexual Harassment within our trade union. The same gusto must now be adopted when it comes to race equality.

Congress agrees that the time is now for us to embrace addressing the issues around race equality. In order that we begin to do this the GMB is instructed to endorse the following recommendations:

1. A special Race Taskforce shall be set up to progress this race equality initiative.
2. A two-thirds majority of task force members will be black and every region will be invited to send a black representative.
3. The task force will revisit the Elizabeth Henry report and as part of this new initiative a Call for Evidence will be organised that will engage with GMB black members, in confidence, allowing the black grassroots to play a key role in this race equality strategy.
4. Before Congress 2022 commences, recommendations from the work of the task force will be shared with the CEC and regions.
5. A presentation by the task force will be made to the CEC

X13 BIRMINGHAM GENERAL BRANCH

Birmingham & West Midlands Region

C3 45. EQUALITY, JUSTICE AND RESPECT FOR EVERYONE - A BLACK FOCUS

This Congress has not yet recovered from the shock of the findings of the Monaghan Report. We welcome the robust nature of the report and we must unite as one union to move forward making this union relevant to all sections of the membership with proportionality at its heart.

In 2003 the Elizabeth Henry report was produced. Authors included none other than Dawn Butler MP, who was employed by the GMB at the time. There are striking similarities in what was written almost 20 years ago to the most recent report produced by Karon Monaghan QC.

For black GMB members and activists the last few years have been very difficult. The hostile environment, the Black Livers Matters movement, the "taking of the knee" by footballers here in the UK, is an everyday reminder that there are

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5. A presentation by the task force will be made to the CEC

GMB CWU STAFF BRANCH

London Region

46. EQUALITY AND DEMOCRACY ACROSS ALL GMB STRUCTURES

This Congress notes that in the GMB Rulebook our purpose is to:

“strive to ensure that GMB’s profile reflects all equality strands in the union at all levels of the lay and employee National, Regional, Branch and Workplace structures”

This is further strengthened by Rule 2.4 which says that we should:

“promote equal opportunities within the union, the workplace and society in general, and end discrimination against people because of their sex, race, nationality, religious beliefs, disability, age, marital status or sexuality.”

We also note the recommendations in the Karon Monaghan QC Report and support “Equality for

all its members” throughout all our bodies and structures and especially those in protected groups.

With all that in mind, we are disappointed to see that even though “age” is a protected characteristic under the Equality Act, and mentioned in our RuleBook, GMB does not implement this to the letter.

We call on GMB to fully implement the equality recommendations in the Report that relate to protected groups.

In particular, GMB should carry out a review of our structures to ensure that we do not discriminate against age and that we are fully inclusive to both young and old members across all our bodies and structures.

We also need to embody true democracy and ensure that all lay representatives on any GMB body has full voting rights.

EAST DEREHAM BRANCH

London Region

47. REGIONAL EQUALITIES FUNDS

This Congress calls for each Region to have a dedicated fund to provide materials for the purpose of equalities promotions during specific celebrations or memorial events.

This would enable the GMB to actively support celebratory and memorial events across all Regions.

NOTTINGHAMSHIRE COUNTY BRANCH

Midland & East Coast Region

48. EQUALITY ACT

This Congress needs to ensure that our members with protected characteristics and caring responsibilities are protected in the workplace.

It is a true fact that the Equality Act is often ignored and disregarded in retail and in other workplaces, therefore we are calling for a campaign to protect and strengthen our members’ rights and to raise awareness of the Equality Act. Our members in the Retail Sector are suffering constantly. Management are choosing to ignore the Equality Living Act 2010.

We need to act now.

A15 ASDA BRANCH

Birmingham & West Midlands Region

49. ACCESS TO EMPLOYMENT FOR THOSE WITH A DISABILITY

This Congress demands that employers meet a certain percentage level of disabled employees.

We would like to achieve a greater disability presence of the workforce profile.

LUTON BRANCH
London Region

EMPLOYMENT POLICY: EQUALITY & INCLUSION

C4 50. DISABILITY CONFIDENT

This Congress recognises that disability is a Trade Union issue.

GMB Congress 2019's Special Report on Disability and Supported Employment stated that "GMB members report that, whilst large employers in the private and public sectors talk a good game on inclusion, disabled workers are often the first to be targeted for redundancy or capability proceedings".

In November 2016 DWP launched "Disability Confident" to encourage employers to think differently about disability and take action to improve how they could recruit, retain and develop disabled people. This runs alongside Access to Work, the work of the Shaw Trust charity and Remploy.

Congress calls upon the GMB to lobby the Government to extend and improve the "Disability Confident" scheme and join the dots with the other support services for disabled persons and for GMB to help publicise said services to our members.

To further support this, this Congress agrees that it will be GMB policy for officers and representatives to be trained appropriately to aid this process.

BEDS COUNTY BRANCH
London Region

51. DISABILITY PAY GAP

This Congress notes a TUC survey published on 4/11/19 found that:

- 20% of disabled workers have put off buying children's clothes due to lack of money, compared to 12% of non-disabled workers.
- 34% of disabled workers have cut back on food for themselves, compared to 18% of non-disabled workers.
- 35% of disabled workers have gone without heating on a cold day, compared to 17% of non-disabled workers.
- Only around half (51.8%) of disabled people are in work, compared to more than four-fifths (81.6%) of non-disabled people – a gap of 29.8 percentage points.

The survey found on average in the UK, the average pay gap between workers who do not consider themselves to have a disability and those that do is 15.5%.

Congress further notes the ever-increasing cutting of benefits and other support in recent years that is having a devastating effect on people from all disadvantaged groups. This will only get worse following the re-election of the Conservative government.

We ask this Congress to prioritise campaigning for a level playing field for all disadvantaged workers who are suffering due to the lack of positive government support by their employers.

We urge the CEC to work with all other interested groups including self-organised groups within and outside of the GMB other unions and the Labour Party and link to any similar campaigns.

REDBRIDGE BRANCH
London Region

C4 52. DISABLED CONFIDENT EMPLOYER

This Congress may be aware that in November 2016 the 2 tick employer scheme protecting the rights of disabled workers became known as The disability confident scheme.

There are 3 levels to the scheme:-

- Disability Confident Committed employer (level 1)
- Disability Confident Employer (level 2)
- Disability Confident Leader (level 3)

This congress is concerned that while there is a time limit of 3 years on levels 2 or 3, there is none on level 1. Employers can effectively be demonstrating lip service; after all it looks good that an employer is part of such a scheme but are they making an effort to live the values of such a scheme? This congress should consider there being a time limit on moving from level 1 to level 2.

This congress recognises we are in an uncertain period of time where welfare cuts are happening and with us exiting the EU which may in turn result in a loss of human rights to equality and discrimination and such like.

Congress to pose the question of when is a "guaranteed interview" not guaranteed. Fair enough candidates need to meet the minimum criteria for the job role but if there are too many applications the organisation does not need to meet the commitment of guaranteed interviews.

It is also the case that an employee is not legally required to meet the commitments of the disability confident scheme, this is wrong and again points to lip service. This congress believes An employer should be part of the scheme and follow it fully or not be part of the scheme.

In summery this congress wants to lobby for a time limit on level 1 of this scheme and for employers who are part of the scheme to fully comply with the commitments and responsibilities of this scheme.

SCOTTISH GAS STAFF BRANCH

GMB Scotland

53. MULTIPLE DISABILITIES IN THE WORKPLACE

This Congress notes that too often employers pick and choose which disability they will register against an employee when multiple disabilities are in evidence.

The GMB supports the rights of workers with more than one disability to have reasonable adjustments made in the workplace to enable them to do their job. Far too often, employers pick and choose which disability they will register against an employee and fail to fully make adjustments to fully meet the needs of the employee. Employers do not have the right to decide how many disabilities they will register against an employee. Congress calls on the GMB to ensure all our disabled members have all their disabilities recognised by employers. It calls

for every GMB officer to push every employer to understand this. Disabled workers want to make a contribution and pay their own way, employers should be encouraging them, not putting obstacles in the way.

C33 CHEPSTOW DISTRIBUTION BRANCH

Wales & South West Region

EP 54. DISABILITY AND DIGNITY

This Congress registers its deep concern at the continued pressure being placed on people who suffer from disability.

These pressures are many and varied and, in some instances feels like institutional discrimination against people with a disability.

This is evident from the Welfare Benefits System and the DWP Procedures being used when those with disability try to access their entitlement to benefit. We are seeing a very high percentage of Welfare Benefit appeals being accepted on first application. This demonstrates that the original decisions were wrong. These decisions cause immense stress and anxiety to people who are already feeling vulnerable and are often ill-placed to lose essential income.

The decisions to refuse benefits were wrong or deliberately obstructive to prevent a valid claim. Thousands of disabled and sick members are being denied access to their entitlement, this indicates the system is not fit for purpose and is damaging people's confidence in the Welfare System as a whole.

The manner in which the online and Welfare Benefit Systems has been set up often excludes special arrangements for people with disability to access the services in an adequate way.

Equally for those in employment, too many cases are emerging of people being excluded from work due to their disability or the failure by employers to take on disabled workers. This is despite current legislation which is designed to protect disabled workers and to give them equal access to opportunities. Employers are needlessly subjecting sick and disabled workers to additional pressure and stress by a constant "return to work interview" procedures.

We therefore ask the GMB Disabilities and Equalities Forum to campaign vigorously with partners to establish fair policies and procedures for greater dignity and respect

for all disabled people within the workplace. Furthermore, to campaign to improve the benefits application process so that it is more user-friendly and respects the dignity of all applicants.

Q22 MANCHESTER CENTRAL BRANCH
North West & Irish Region

55. HIDDEN DISABILITIES

This Congress calls to campaign for a better understanding of hidden disabilities.

It is a fact that many members suffer daily at the hands of ruthless employers. There is a great need for improvement and greater awareness. Our members suffer because employers have none or little understanding of any disabilities that are not visible. Our members suffer in silence with many hidden disabilities, in particular mental health.

We are calling for openness and transparency enabling us to signpost our members to receive the help and support they truly deserve.

A15 ASDA BRANCH
Birmingham & West Midlands Region

56. AWARENESS OF FIBROMYALGIA

Congress notes that there are an increasing number of persons being diagnosed with fibromyalgia.

Congress notes that fibromyalgia is a debilitating condition, and according to the NHS it is about 7 times more frequent in women than men. Many women diagnosed with severe fibromyalgia are unable to continue working, due to chronic pain and fatigue.

Congress notes that clinical experts believe that environmental factors, including workplace stress, can contribute to persons developing fibromyalgia.

Congress believes that too many employers adopt a cavalier attitude towards workplace stress, and are reckless about the long term health impacts.

Congress resolves that GMB will seek to raise awareness of fibromyalgia.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

57. REIMAGINING A PROGRESSIVE TOOLKIT FOR LOCAL NEGOTIATION ON PUBLIC SECTOR DISABILITY RECRUITMENT

This Congress believes that schemes and guidance to narrow the disability employment gap are piecemeal, underfunded and lack external validation.

Union representatives lack tools to negotiate wholesale improvements on disability equality and opportunities to bargain for improvements.

GMB should be communicating in workplaces what disabled workers' entitlements are and endorsing cultural change to increase access to meaningful employment and removing barriers to support more disabled people to thrive at work.

Employers admit concerns about employing disabled people, including anticipated struggle with tasks, costs of adjustments and inflexibility on recruitment processes; however, COVID-19 has highlighted employers' ability to adapt and increase flexible working.

Helping disabled people access and retain work will reduce demand on public services and cyclical economic inactivity.

Conference calls for

- i. GMB to run a consultation with public service union members on this issue
- ii. and for the GMBs Disabled members Committee to develop, referencing members responses to the consultation: an aspirational, progressive and empowering booklet for branches to negotiate improvements in disability equality with employers.

Conference notes how this would support Leonard Cheshire's Reimagining the Workplace: Disability and Inclusive Employment recommendation to combine under an umbrella scheme all the key government, legislative, support and other options on disability for employers.

D30 DORSET BRANCH
Southern Region

58. VULNERABLE WORKERS

This Congress recognises that Universal Credit and disability assessments are forcing more and more of the most vulnerable people into workplaces that are often ill equipped to provide essential support for these individuals in order for them to succeed.

This creates even more pressure for them, leading to stress, anxiety and of course, ultimately unemployment.

Congress calls on the GMB to draw up a comprehensive policy, in exactly the same way as the Daphne project for tackling Domestic Violence, and the Dying to Work policy to support terminally ill workers in employment, to provide the framework for all employers to sign up to, to ensure support and protection for this most vulnerable group of workers.

A56 ASDA Branch

North West & Irish Region

59. BREAK THE RACE CEILING ACROSS THE PUBLIC, PRIVATE AND THIRD SECTORS

This Congress calls upon employers across the public, private and third sectors to publish their practices and routes taken to understand, recruit, retain, and promote the BME workforce.

Congress notes the Break the Race Ceiling campaign led by GMB Scotland's Usman Ali as Chair of the STUC Black Workers' Committee has already began auditing public sector employers in Scotland to develop a baseline and promote greater public accountability.

The time is now to achieve this across all sectors across the whole of the UK.

Therefore, Congress calls on GMB to urge public, private and third sector employers across the UK to:

1. Publish data regarding the number of BME employees they have and how this compares to the overall workforce, the number of how many BME employees have left their employment in the last five years and how this compares to the overall workforce, and the number of BME employees in Senior and Strategic roles and how this compares to the overall workforce employed in those same roles.

2. Publish the routes the employers take to understanding and engaging BME communities, the routes the employers take to recruit, retain, and promote BME people as part of their workforce.

3. Congress to report on progress back in 2022

GLASGOW GENERAL APEX BRANCH

GMB Scotland

60. CHILD CARE

This Congress notes that it is often difficult for parents of young children to get time off during the school holidays. Often parents have to take their holidays during term-time, which means that parents miss out on quality time with their children and the children are not able to establish long lasting relationships with their parents.

This Congress asks that they petition Government and business to ensure greater flexibility for workers with young children during the school holidays.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

EP 61. WOMEN'S POVERTY

This Congress recognises that poverty worldwide is gendered, women are more likely to live in poverty than men to be working part-time for low pay. The gender pay gap has remained stable in the last 20 years and this has a negative impact on women's incomes along with the devastating impact of Covid 19 and Brexit.. Studies show that women are significantly less likely to escape low pay than men.

Congress welcomes the increase to the National Living Wage, but it remains too low. The continuation of age-related pay excluded young workers from higher National Minimum Wage rate and entrenches issues of low pay for young people.

Both low pay and cuts to social security provisions are major contributors to women's Poverty, Congress asks CEC to ensure that the GMB implements a campaign to emphasis on women's poverty and low pay.

P80 PONTY GENERAL BRANCH

Wales & South West Region

62. WOMEN SEAFARERS

This Congress notes that the International Maritime Organisation (IMO) had the theme 'Empowering Women in the Maritime Community' for World Maritime Day 2019. The IMO has stated that this is an opportunity to highlight the important contribution of women all over the world to the maritime sector, and focused on raising awareness of gender equality.

Congress also notes that the industry lobby group Maritime UK, has produced a 'Women in Maritime' Charter which states; 'Achieving a balanced workforce at all levels in the maritime sector will undoubtedly improve culture, behaviour, outcomes, profitability and productivity'

Despite these initiatives, Congress is concerned at the parlous state of jobs held by UK. As shipping companies routinely avoid the national minimum wage, practice nationality-based pay discrimination and impose contracted hours way beyond land-based health and safety requirements, there are immense structural barriers to recruiting a new generation of female seafarers in the UK shipping industry.

Congress calls on CEC to campaign for more women seafarers, Rating and Officers, and to highlight the barriers that exist to this in employment and equality legislation.

N04 NORTH DEVON BRANCH

Wales & South West Region

EP 63. AGEISM IN THE LIVING WAGE

This Congress calls on the GMB to lobby the Government to remove the 16-25 year pay difference to address ageism within the National Living Wage.

BEVERLEY BRANCH

Midland & East Coast Region

EMPLOYMENT POLICY: HARASSMENT & ABUSE

64. BULLYING AT WORK

This Congress notes the pandemic of bullying in British workplaces.

Congress reaffirms its belief that "Everyone should be treated with dignity and respect at work".

Congress believes that the core definition of bullying is,

"Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient."

Congress instructs the CEC to produce an anti-bullying at work tool kit aimed at equipping both members and activists in how to defend themselves against bullying at work.

Congress notes that bullying is not a crime and instructs the CEC and Regional Committees to identify workplaces and cases where a robust legal defence by the national organisation would make new legal precedents and to pursue such law claims.

Congress instructs the CEC to liaise with Parliamentary Labour Party GMB Group to see if appropriate legislation can be brought to Parliament by means such as private members Bill.

LONDON CENTRAL GENERAL BRANCH

London Region

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

EP 65. LEGAL REQUIREMENT FOR A.E.D. IN THE WORKPLACE

This Congress calls on the GMB to work with the H.S.E. to establish a pathway to Government to make it a legal requirement for employers to provide defibrillators in the workplace. Such provision would go a long way to halt the rise in heart disease fatalities that is on the rise for the first time in 50 years.

HULL PAINT & ENGINEERING BRANCH Midland & East Coast Region

C5 66. WORKPLACE MENTAL HEALTH

This Congress recognises that stress in workplaces can be a major factor in inducing mental health issues.

Conference calls upon the CEC to lobby the Government to strengthen Health & Safety legislation to help minimise workplace pressures, thus reducing mental health incidents.

B16 BLACKBURN/EAST LANCS BRANCH North West & Irish Region

C5 67. STRESS AND MENTAL HEALTH IN THE WORKPLACE

This Congress will recognise that stress and mental health issues are now one of the major causes of sickness absence from work. This is especially so now since the Covid-19 pandemic.

The Health and Safety Executive states that for 2018/2019, 12.8 million working days were lost due to work related stress, depression and anxiety and that 0.5 million employees were suffering from work related stress, anxiety and depression. This comes at a cost of billions of pounds to the economy.

In October 2020 the GMB surveyed members about these issues and found that 66% felt that their work during the pandemic has caused a serious negative impact on their mental health. (Reported in the Labour Research Department's Workplace Report no.196 of January 2021).

This large economic burden is across all public sector and private organisations. This is especially so for our NHS, which not only has to contend with its own staff off sick but also the cost and work involved in treating everyone who has these conditions. It can ill afford this especially now!

Employers often have grand sounding policies stating that they will follow the HSE Management Standards for Stress and similar, but they are currently able to avoid their duty of care towards employees by presuming that most will be unable or unwilling to take them to tribunal.

Congress, we recognise that our GMB Union Reps work very hard to affect an improvement for our members, but they need more support from parliament to ensure employers deal effectively with mental health at work issues and reduce these horrendous statistics.

We call on congress to press hard for the GMB's proposed 'Mental Health at Work Act' which would bring much greater action from the HSE to improve this situation and specify the approach and methods expected of all employers in managing mental health in the workplace. We need to support everyone who struggles with poor mental health or experiences workplace related mental health issues.

BRAINTREE & BOCKING BRANCH London Region

69. LONG TERM HEALTH CONDITIONS IN THE WORKPLACE

This Congress notes the difficulties faced by those in the workplace who suffer from long term health conditions such as diabetes and mental health issues.

Congress calls for more training in the workplace for both managers and work colleagues on a variety of long-term health conditions, including diabetes and mental illness, as many who have such conditions often feel misunderstood and marginalised at work. Many feel that if more support and training was available in the workplace their working life would be a less stressful environment and that they would feel far less judged by their peers and managers on a day-to-day basis.

B05 – GMB ORGANISING BRANCH Yorkshire & North Derbyshire Region

70. LONE WORKING IN UNSAFE AREAS

This Congress notes that Metropolitan Police records for 2019 show 150 homicides and in the past 5 years the homicide rate in London has increased by more than 50%.

We also note that HSE Guidance on Working Alone remained unchanged from 2013 and was just revised in March 2020 to reflect the fact that many more people were classified as Lone Workers. However, we feel that despite the recent revision, there are additional dangers and risks that need to be considered.

All workers have a right to feel safe at Work.

Our members are being increasingly put at risk doing their day to day job and out of hours jobs, because they are being asked to work, on their own, due to the fact that many of the utilities including Thames Water have not set up a reliable system of mapping the unsafe areas. We feel that it is only a matter of time before a member is seriously injured, or killed, whilst doing their job.

We call upon Congress to start a campaign to make all sectors but especially the utilities sector recognise their responsibility and duty of care and the social welfare of our members, whilst working alone, in unsafe and dangerous areas. We feel the time has come for these companies to recognise that a minimum of 2 person working should not always be looked upon as an extra cost.

We also call on GMB to update our guidance document on Working Alone to include any changes in risk assessments and how companies use technology to monitor and protect workers.

THAMES GENERAL BRANCH
London Region

71. WELDING FUMES REGISTER

This Congress requires that all GMB Regions compile a Welding Fumes Exposure Register akin to the asbestos one for all members that work or have worked in industries where exposure to welding fumes is present.

This Congress mandates the GMB to run a national campaign on the dangers of welding fumes to protect our members.

The International Agency for research on cancer concluded that exposure to mild steel welding fumes can cause lung cancer and possibly kidney cancer. The HSE have also issued a health alert stating that all welding fumes, no matter how small, can cause lung cancer. This is a ticking time bomb and action should to be taken now!

N04 NORTH DEVON BRANCH
Wales & South West Region

72. EMPLOYMENT RIGHTS AND SAFETY STANDARDS POST-BREXIT

This Congress registers its concern at the decision by the Department of Trade to start reviewing Employment rights following our departure from the EU. Leaks in The Times and information within some proposed Trade deals appear to be significantly reducing laws on protection of the Environment, Food Hygiene and other measures like the Working Time Directive which protects workers

We ask the GMB to work with our Partners and Members of Parliament to campaign for the translation of EU Worker Rights, Environmental Legislation and Food Hygiene Regulations fully into UK Law as a minimum condition within any Trade Agreements with countries outside the EU.

We believe that there should be a guarantee from the Government that they will not reduce the standards that exist at present. In fact, we need to strengthen the legislation to protect employees, families, the environment and our food safety from unscrupulous employers and organisations seeking to reduce the current EU Standards that are in place within the UK.

Q22 MANCHESTER CENTRAL BRANCH
North West & Irish Region

73. DEVOLVED HEALTH AND SAFETY IN SCOTLAND

This Congress recognises the vital role that GMB Health and Safety representatives have in keeping members safe, healthy and alive at work, denounces attacks on the Health and Safety Executive and welcomes work being done by the GMB, Scottish Hazards and the wider trade union movement to make Scotland a safer, healthier and fairer place to work.

Workers in Scotland are more likely to be killed at work and lack of enforcement by the HSE in sectors other than those decided by the UK Government may well have had an impact on fatal injuries at work particularly in the agricultural sector, no longer considered a priority for unannounced proactive inspection.

Congress welcomes efforts made by the trade union movement to keep workers safe including the long established Healthy Working Lives, the Partnership for Health and Safety in Scotland, ground breaking work previously undertaken to combat violence against workers serving the public, and support for asbestos groups and the late Frank Maguire's of Thompsons Scotland efforts to secure fairer compensation for asbestos victims while still alive, the latter two have been replicated in England and Wales.

The attacks on health and safety enforcement; 45% cuts in their budgets and head count reduced by a third leave the organisation leave the HSE open to increased commercialisation and revenue generation, moves that the Conservative Government have continually demanded.

Congress believes that devolving health and safety should be supported and should include;

- a fully funded tripartite Scottish Health and Safety Agency
- developing regional occupational health and safety centres managed through social partnership built in the model found in some Nordic countries.
- enforcement resources and policies that ensure all workplaces are proactively inspected
- development of health and safety priorities after scrutiny of Scotland's health and safety performance by the Scottish Parliament
- an occupational health service delivered by the NHS and open to all that supports workers rehabilitation after sickness and injury
- adequate prosecution resources and criminal sanctions that act as a deterrent to those who injure, maim and kill their workers.

GLASGOW GENERAL APEX BRANCH
GMB Scotland

74. SICKNESS AND WAITING DAYS

This Congress recognises that when people go on sick leave they have to have waiting days before sickness payments start. People who have to take sick leave due to operations shouldn't have to have waiting days and should be paid sick pay from day one. Also many operations need a certain length of time to return to normal health before returning to work depending on your job, but a lot of sickness agreements only pay a percentage of sickness for a short period which leads the person to return to work too early either being under pressure from the employer or financial pressures leading them to return to work not fully recovered leading to stress. This needs to change and employers need to be more considerate to the employee and individual circumstances.

S75 STOKE UNITY BRANCH

Birmingham & West Midlands Region

75. AMBULANCE WORKERS AND FUTURE PERSONAL PROTECTION EQUIPMENT

This Congress is asked to support our motion that going forward all front line ambulance workers, whatever grade, will be afforded the most up to date and highest level of Personal Protective Equipment available in order to support them in their role and protect their health.

N61 NORTH WEST ASU BRANCH

North West & Irish Region

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

76. MEDICAL RETIREMENT

Congress notes that there can be cases where an employee no longer has the medical capability to continue in their job role, and that this can lead to the termination of their employment.

Congress notes that in some cases, for example for members of the Local Government Pension Scheme, there may be an option of an enhanced pension entitlement for members

whose employment is terminated due to medical conditions, and who meet the relevant qualifying criteria.

Congress believes that it is inappropriate to expect GMB shop stewards to give expert advice on pensions. However, many of our members have such limited understanding of pensions, that they don't even know what questions to ask.

Congress resolves that, where appropriate to do so, GMB will encourage pension schemes to provide a plain English guide for their affected members that explain their potential entitlement, and the process for applying for an enhanced pension.

Congress resolves that GMB will produce a short plain English guide (which could be online) for employee pension trustees, to assist GMB members in ensuring that their pension scheme provides appropriate support for staff forced to retire early due to ill health.

Congress resolves that GMB will produce a short, generic, plain English guide (which could be online) for shop stewards, to support shop stewards in signposting potentially affected members towards the correct people to speak to, at their pension scheme administrators.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

**EMPLOYMENT POLICY:
RIGHTS AT WORK**

C13 77. ANTI TRADE UNION LAWS

This Congress calls on the GMB to support any Trade Union affected by the Anti Trade Union Laws.

BEVERLEY BRANCH
Midland & East Coast Region

78. AGAINST NO STRIKE CLAUSES

Congress, as Trade Unionists one of our organising tools is strike action. We must not allow ourselves to agree to any form of negotiations which would jeopardise or take away our members' fundamental right to strike action.

We therefore request that Congress:

1. Repeal any policy or agreement which contains no strike clauses.
2. Never to agree a no strike clause.

EALING BRANCH
London Region

80. RIGHTS TO SEE INDEPENDENT GRIEVANCE INVESTIGATION REPORTS

To allow for fairness and transparency employees should have an automatic right to see the "Independent Grievance Investigation Report" that results from them putting in a Grievance without having to submit a Subject Access Request. Putting in a Grievance is very stressful in itself for employees and to then have to prepare and submit a Subject Access Request to the Information Commissioners Office to gain access to a redacted copy of the Investigation Report, (which they are legally entitled to see), adds untold stress and would be out of the comfort zone for many employees. By not allowing staff to see this document the process remains unbalanced and lacking in transparency as Managers have access to the Investigator's Findings which the Employee does not. Not only does this open up the possibility of changes being made to the Investigation Report by third parties without the Employee's knowledge but allows for an Outcome Letter to be sent to the Employee which does not fairly reflect the findings of the Independent Investigator without any scrutiny.

Currently, if an employee wishes to put in an Appeal with regard to the Outcomes stated in their Grievance Outcome Letter they have no facts or evidence to base this Appeal on as they cannot view the Investigator's findings, view his/her line of questioning or view witness statements that may have been in their favour etc . The Employer, however, has access to all this additional information and can use it in preparation of their case with regard to why they believe the Appeal should not be upheld. In essence the employee is being asked to appeal against the findings in a report which they are not allowed sight of by their employer. I am therefore asking GMB to strengthen the Employees rights in this area to aid transparency and fairness and support this Motion for staff who work in the public and private sector.

L32 L.B. SUTTON BRANCH
Southern Region

81. ABUSIVE BEHAVIOUR

This Congress notes that our members in call centres are telling us that abusive behaviour is increasing leading to our members taking more time off work due to the stress of handling these situations. Reports from some workplaces include our members suffering abuse on a daily basis and members being told by managers that it is just part of their job. Congress is appalled at this behaviour, believes these are health and safety and equality issues and should be reported as a minor incident. In seeking to protect our members, Congress believes that this behaviour most certainly should not be accepted as being 'just part of the job' and employers should have strategies in place for handling these situations and protecting their employees, our members.

Congress calls on the GMB to lobby for a policy framework across sectors so that we can work with employers to establish a code of practice to protect our members in the workplace.

G13 – GATESHEAD LA BRANCH

Northern Region

84. STATUTORY SICK PAY FOR ALL

Congress notes that:

1. The current statutory sick pay is not paid to any employee who earns under £118 per week (before tax).
2. Employees ineligible for SSP may have to claim Employment and Support Allowance or Universal Credit to make ends meet whilst sick.
3. Universal Credit is still undergoing problems with claimants waiting weeks for any pay.

Congress believes that:

1. Penalising the poorest paid employees is discriminatory against those in low paid, insecure and part-time jobs.
2. As women with family commitments make up the majority of low paid, part-time employees, this cap is tantamount to sex discrimination.
3. SSP should be paid to all employees, no matter what their wages. This could be proportionate to those who earn less than £118 per week.

Congress resolves that:

1. A national campaign be launched to highlight the injustice of withholding SSP from our most vulnerable workers, and to put pressure on government and all political parties to end this injustice.
2. The Union's national and regional leadership makes this campaign a priority in the coming year and urges all units within our union, from regional organisers to workplace reps, to engage with their members to end this iniquitous practice at the earliest possible date.

HENDON BRANCH

London Region

85. UNFAIR TREATMENT OF SICKNESS ABSENCE DUE TO MAJOR OPERATIONS / TREATMENT

This Congress recognises that employers use sickness absence management procedures as a tool to use against us. Managers will issue warnings or targets when members of staff have been away from work stating that the employee's attendance level is not acceptable and they are treating everyone with fairly – a blanket approach.

There is some validity in their argument for consistency and fairness, but this 'management instruction' is often invoked without a review of the sickness policy to ensure that it caters for those individual circumstances that would have relied on management discretion to 'bypass' elements of the sickness management process and so the policies in the workplace are unfair.

A concern has arisen in relation to lengthy sickness absence for major surgery followed by an expected / lengthy absence leading to full recovery. For example; hysterectomy, hip replacement surgery, which the NHS advise can be 6-12 weeks recovery.

Without any 'management discretion' the sickness procedure will initiate sickness management meetings, which ultimately could lead to the employee's dismissal.

We have members who have already suffered the consequence of this action, making extremely stressful situations worse, when they need support to return to work.

We ask Congress to launch a campaign to challenge the way sickness is managed in relation to major surgery / treatment and if 'managers discretion' cannot be relied upon, then Occupational Health Service (as medical professionals and using NHS guidance) should be used to define what is a reasonable recovery period / absence dependent on treatment, and only if absence continues after that period should sickness management stage 1 be triggered.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

EP 88. EXPLOITATION OF WORKERS BY UMBRELLA COMPANIES

This Congress will be well aware that unscrupulous umbrella companies/ recruitment agencies are still continually exploiting workers by charging them high fees and denying them holiday, sick pay, maternity and paternity pay.

Equality and diversity in the workplace should be enshrined into employment law to stop this distasteful practice of treating men and women as commodities for profit.

Some companies have seen sense and have asked these umbrella companies to provide evidence of not using loopholes and adhering to the minimum workers' rights from day one as required by employment law.

We call upon this conference to challenge other major employers to sign up to a charter to be devised and published by the GMB union asking major employers that they can ensure that a commitment, from the umbrella companies/ recruitment agencies, they are using can provide evidence to support they are adhering to the minimum workers' rights by honoring holiday pay, sick pay, maternity and paternity pay and full support to be made available in terms of health, safety, and also learning opportunities.

R75 RIPON & THIRSK BRANCH
Yorkshire & North Derbyshire Region

91. GMB CAMPAIGN TO GET LONGER TERM AGENCY WORKERS EMPLOYMENT RIGHTS

This Congress is conscious that many employers are still misusing agency workers by employing them to cover permanent positions for long periods of time.

Any agency employee who works for an organisation for more than two years should be automatically considered and slotted into the post with that employer without any agency penalty or restriction, likewise any such long-term agency contract coming to conclusion then redundancy payment should be a mandatory option available to the incumbent employee.

Therefore we ask GMB to campaign for stronger employment rights for agency staff to protect and give them a parity of terms and conditions to other employees they work alongside. To campaign for regulations that effectively restricts employers using agency workers on a permanent basis in post for more than two years unless they are prepared to give a contract of employment or redundancy but preferably get longer-term agency workers slotted into posts that they have covered making them employees of the organisation they have dedicated two years or more in supporting.

R45 RHONDDA CYNON TAF BRANCH
Wales & South West Region

93. CALCULATION OF OVERTIME

Congress,

Our members work hard and spend a vast amount of time away from family life and face the prospect of earning less money to support their family because of the calculation in overtime rate. I strongly believe that any additional hours that are worked are not calculated by the actual basic working hours but rather employers are calculating this using a system that reduces the amount of money that our members should be earning and yet again increasing the profits of employers at the expense of our members.

L16 LB GREENWICH BRANCH
Southern Region

94. MINIMUM WAGE FOR SHIFT WORK/ UNSOICIABLE HOURS

This Congress agrees that there should be a minimum wage for shift work/unsociable hours.

A minimum wage of at least £10 per hour for every worker who works shifts in all industries.

We recognise the sacrifices made by shift workers, and support anybody who works shifts/unsociable hours.

ALIDA PACKAGING BRANCH

Midland & East Coast Region

96. A DECENT LIVING WAGE

This Congress calls on the GMB to campaign for a decent living wage in line with the minimum income standard set by the Social Policy Charity.

BEVERLEY BRANCH

Midland & East Coast Region

C6 97. PARENTAL BEREAVEMENT LEAVE

This Congress welcomes the new Parental Bereavement (Leave and Pay) Regulations known as "Jack's Law" which comes into force on 6 April 2020. This gives a statutory right to a minimum of two weeks' leave for all employed parents if they lose a child under the age of 18, or have a stillbirth from the 24th week of pregnancy. This is a giant step forward for parents in the aftermath of a child dying.

However, we would call for our political groups to push the Government to amend this legislation so that it covers miscarriages which can occur before 24 weeks.

We urge our reps to ensure their companies are aware of this new legislation and ensure that the two weeks is paid leave where a worker has been employed for less than 26 weeks. We also want companies to consider that partners should be able to take compassionate leave to support women and this should be paid as well.

We also ask this Congress to support this motion where pregnant members of staff can take the 11th to the 13th week of a pregnancy off without affecting their annual leave. This is due to the increased risk of miscarriage during the transition between the first and second trimester.

We ask the GMB to lobby parliament to look at adding this to their current maternity entitlements.

LONDON STORES GENERAL BRANCH

London Region

C6 98. PARENTAL BEREAVEMENT LEAVE

This Congress calls on the government to simplify the notice provisions regarding parental bereavement leave and pay arising out of The Parental Bereavement (Leave and Pay) Act 2018. The complex notice and counter-notice requirements at a time when bereaved parents are dealing with unspeakable tragedy are, quite simply, shameful.

C23 CARSHALTON BRANCH

Southern Region

99. GUARDIANSHIP LEAVE

Congress believes that paid leave should be put in place regarding guardianship when taking on the responsibility of a child under a guardianship order.

Congress notes that at present there is no legislation for paid leave when taking the responsibility of a child under a guardianship order. Previous petitions have been submitted in the past, however due to the low number of cases at the time this was not guaranteed, as this is now the preferred choice for social services these are on the increase.

Congress believes this needs to be looked at urgently. At present if you give birth to or adopt a child this is covered through statutory paid maternity leave or statutory paid adoption leave. If you however foster or become a child's special guardian, you currently have no rights to time off and therefore any time taken must be unpaid and only if the company agrees.

Congress is aware that it has been recognised that bonding time is very important with the child and the primary carer, hence the maternity and adoption leave, and believes that guardianship orders require the same recognition. In most cases the child has been removed from their current home resulting in a stressful upheaval for the child who needs time to bond with their new guardian. As well as this, taking on a child under special guardianship is a huge responsibility for the guardian and

not being entitled to any sort of paid leave or financial support will only add to their stress.

Congress believes that this lack of financial support could and will affect someone's decision to take on a child if they are not able to afford unpaid leave or if they work for a company that would let them take this.

Congress believes that this is an extremely unfair situation, where workers require time off from work to look after a child under the current guardianship order scheme, without being granted paid leave and therefore that paid guardianship leave should become policy urgently and progress on this is reported back to Congress 2022.

N26 NORTHERN ELECTRIC IND BRANCH

Northern Region

100. COMPASSIONATE LEAVE FOR FAMILY PETS

Congress, the loss of a family pet is a very traumatic and sad event which can result in a vast amount of stress and anxiety for all the family. Our beloved pets are a part of a family and when they pass away there is most definitely a period of grieving.

To date when a family pet sadly passes away our members have no choice but to take annual leave or unpaid leave to cover any absence. In having compassionate leave for family pets this would ease this painful experience and allow a much-needed healing process to begin.

L16 LB GREENWICH BRANCH

Southern Region

101. PHASED RETURN TO WORK

This Congress asks that a campaign for anyone who has been on long term sick due to a severe/ disabling illness needing a phased return should be paid sick pay on the hours or days that they aren't in work.

Both ACAS and Law at Work state that the employee should be paid sick pay, if entitled to, on the day where they won't be attending work.

Most of the members we deal with who have been on long term sick have done so due to a debilitating and life changing conditions. Many will need adjustments to be able to carry on doing their job. If there is an opportunity to return to work on a phased return and not

lose holidays or income then the employee will be more willing to return earlier as they gain confidence in being able to complete their work and for any reasonable adjustments to be put in place as they go along. This in the long term will benefit the employee and the employer as time goes on.

A08 TAMESIDE BRANCH

North West & Irish Region

102. FLEXIBLE WORKING

This Congress calls on the Government to look at flexible working across all industries.

Currently in the Water Industry this is not working. The workforce has become so diverse in age groups that flexible working has become more important to allow people to spend time with their families. Therefore, we need change by the Government that will allow all employees to access family friendly policies, rather than only at the manager's discretion which is the case in our industry.

N45 NORTH WEST WATER BRANCH

North West & Irish Region

EP 103. WORKERS' RIGHTS

This Congress we call upon to put pressure on the Government to protect workers' rights and not to betray these rights and keep the promise to make Britain the best country to work in.

A56 – ASDA SOUTH BRANCH

Yorkshire & North Derbyshire Region

104. REDUNDANCY CONSULTATION

This Congress believes due to the legal minimum requirement from employers any voluntary redundancies under 20 don't have to legally notify the current practicing body and a law change to reduce this figure should help manage minimum loss of jobs/members in the future.

RMB1 ROBERT MCBRIDE BRANCH

North West & Irish Region

105. NOTICE HOLIDAYS DURING REDUNDANCIES

Congress, during the last year this branch has had to deal with an unprecedented number of redundancies and changes of contract. During these times some employers have stooped to new lows to deprive our members of their proper entitlements. Under the circumstances when faced with a redundancy situation our members are reluctant, with reason, to challenge their employers if the employers are taking liberties. This is more so when members are not clear as to their legal entitlement.

One example is when members are working their notice period employers are instructing those members to take annual leave during that notice period. This deprives those workers of their full statutory entitlement to notice or their full statutory entitlement to holiday pay.

The law is clear in the Working Time Regulations 1998, Compensation related to entitlement to leave¹⁴.—(1) (a) a worker's employment is terminated during the course of his leave year, and (2) Where the proportion of leave taken by the worker is less than the proportion of the leave year which has expired, his employer shall make him a payment in lieu of leave in accordance with paragraph (3).

It is clear Parliament intended that workers should have compensation if they had holidays left when their employment is terminated. Also, Entitlement to annual leave Regulation 13. Supports the case that workers can have holidays left at the end of their contract. Regulation 13(9)(9) Leave to which a worker is entitled under this regulation may be taken in instalments, but— (b) it may not be replaced by a payment in lieu except where the worker's employment is terminated.

It is clear what Parliament intended when the workers contract terminates, the accrued holiday is offset by the monetary value so that the worker when they start a new job they do not have to accrue payment for holidays.

If employers are allowed to tell staff to take holidays during notice, then the intention in the Regulation is undermined. Workers can start their new employment and will be deterred from taking leave because they will not have the money to support them during that leave other than that which their new employer owes them.

This branch asks Congress to support a challenge against this practice outlined above and to argue for a change in the law to ensure that the statutory entitlement to holidays and notice cannot be offset against each other.

HOTELS AND CATERING BRANCH

London Region

106. PROTECTION FOR CARERS

This Congress is calling for a campaign to protect carers who look after a family member, spouse, partner or children.

It is outrageous that many employers have little knowledge or understanding pertaining to this. We have to ensure that the law is clearly defined and not a grey area.

Our members are employees as well as carers. 'A reasonable time off' is what the law defines as carers leave. What some employers deem as reasonable is ludicrous. We have to act now. Many members have had to finish work due to the sheer ignorance and lack of empathy from some employers. This has created stress, anxiety, depression and poverty.

Please support.

A15 ASDA BRANCH

Birmingham & West Midlands Region

107. TRONC

This Congress notes that many workers in the hospitality industry are forced to rely upon service charge and tips to supplement their low wages.

The system is known as TRONC and is regulated in each workplace by a Tronc master, and Tronc payments can be a lot or a little dependent upon the customers.

In many cases staff are paid minimum wage and the rest of their income is supplemented by Tronc, this system negatively impacts upon pension contributions, redundancy payments and holiday pay. Furthermore, the industry can continue to employ staff on low wages.

This branch calls upon Congress to instruct the union to use parliamentary allies to change the law and to lobby for change that will mean Tronc, service charges and tips are included as formal part of the wages of hospitality workers.

HOTELS AND CATERING BRANCH

London Region

108. A RIGHT TO TIME OFF FOR COMMUNITY WORK

This Congress believes it is in everyone's best interest if people can be helped to become actively involved in their local community via the Third Sector, i.e. volunteering in charities, advice and support agencies, trade unions or social enterprises. A more active community is a fairer and richer community both financially and in terms of the overall wellbeing and wealth of the community.

In order to facilitate greater community involvement we ask Congress to campaign for employees to be allowed paid time off to volunteer in Third Sector organisations and for this to be recognised financially for employers so that there is an immediate and mutual benefit to employer, the local Third Sector organisation and the wider community; a win/win/win for everyone.

NORFOLK PUBLIC SERVICES BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY: GENERAL

109. AUTOMATION AND FUTURE WORKING WORLD

This Congress believes that the development of new technologies have potential to significantly improve the experience of workers in the UK, but that there are also risks associated with a loss of transparency and accountability, the misapplication of new technology or a narrow focus on cutting costs by replacing jobs instead of enhancing quality.

Congress notes that these changes will be felt particularly sharply in financial services – where it is estimated that up to 30% of jobs in the sector could be potentially automatable by 2029 across advanced economies. The rise of challenger banks and companies operating in the shadow banking sector – many of which are not unionised – will pose additional challenges in the sector.

Congress further believes that the trade union movement has a responsibility not just to respond to technology changes but to actively shape the future of work.

GMB should be at the forefront of campaigning for ethical and socially responsible development of new technology, including a collective voice for tech workers.

Congress therefore calls the CEC to launch a campaign for worker voice in the development, introduction and operation of new technologies in the workplace including through new technology agreements in collective bargaining arrangements, lobby for legislation to guarantee trade union consultation through the automation process and support union efforts to develop agreements with employers that provide job security, income security and fair share of productivity gains when new technologies and ways of working are introduced.

M75 MOTIL PLASTICS BRANCH
Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY: COMMERCIAL SERVICES

110. PRIVATE HIRE DRIVERS' WORKERS RIGHTS

This Congress requests that All Local/Licensing Authorities make it a licencing condition of their Licenced Private Hire Operators, that the said Operators will respect workers' rights and guarantees a minimum wage for their drivers.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

111. CHRISTMAS AND NEW YEAR WORKING

This Congress is concerned that many workers in a wide range of different sectors are not receiving a decent and well-earned break from working over the Christmas and New Year period.

Congress notes the results of Christmas and New Year working survey responses from 18,000 retail workers. More than three-quarters of respondents said that they spend too little time at Christmas with family and friends. More than two-thirds felt pressure to work on Boxing Day and 75% said that working over the New Year affected their ability to enjoy the holiday.

Christmas day trading legislation means that nearly all shops do not trade on Christmas Day, however, many retail workers report that for them Christmas is just a day off, not a holiday. Long hours in the run-up to Christmas and shops re-opening early on Boxing Day leaves many retail workers too exhausted and with insufficient time off to enjoy the Christmas holiday.

Distribution workers play a vital role behind the scenes in UK retail, often working outside of traditional hours to ensure that shops and warehouses are fully stocked. It is important that these workers also benefit from a full Christmas Day and New Year's Day holiday break. Congress asks GMB and commercial services national committee to support the campaign for a longer break for retail and distributions works over the Christmas and New Year period, including:-

- Early closure on Christmas Eve and New Year's Eve.
- Closure on Christmas Day, Boxing Day and New Year's Day (2nd January in Scotland).
- No loss of pay for retail workers when stores are closed.

A50 ASDA JOINT BRANCH

Wales & South West Region

X 112. CREDIBILITY IN ASDA

This Congress recognises that for far too long GMB's credibility with members in Asda, particularly in retail, has been declining, and not without good reason.

The time has long since passed to hope that recruitment alone will gain us recognition, in precisely the same way it did not deliver recognition in Distribution.

Therefore, Congress calls on the CEC to authorise a CAC recognition application immediately to once and for all give clear and strong leadership to a workforce that for too long has simply been viewed as a "golden goose".

A62 ASDA Branch

North West & Irish Region

114. BETTER PAY FOR WORKERS IN THE SECURITY INDUSTRIES

This Congress recognises the millions of low paid workers, many working unsociable hours and working under extreme pressure on minimum wage.

The Pandemic has shown to us how important the Government's under investing in the NHS has affected us all.

There are a group of workers, many we do not often think of, work unsociable hours and work in the security industry.

These workers are normally paid minimum wage and are an army of dedicated workers who protect our schools, hospitals and our streets and shopping centres.

Our cities and towns, public surveillance cameras worked by CCTV Operators working 24hrs 7 days a week, 365 days a year, protecting the most venerable and helping to reduce violent crime, in both rural and urban areas.

We call on the GMB to mount a campaign that will force local authorities and private companies to pay the real National Living Wage.

A code of practice to be introduced to safeguard all those who work in the security industry.

W87 WIGAN BRANCH

North West & Irish Region

115. PERSONAL PROTECTION EQUIPMENT

This Congress recognises that attacks on persons are becoming more widespread, particularly with regard to knife attacks.

Particularly at risk are our members in the security industry, of which our branch has hundreds of members.

Our branch would therefore, like to see stab vests as part of the personal protection equipment supplied by employers to their staff. We would like to see the GMB lobbying on this issue.

S20 - TRANSPORT & DISTRIBUTION BRANCH

Yorkshire & North Derbyshire Region

116. E-ON & NPOWER

This Congress is enraged at the treatment of GMB members and their families at the way in which RWE have sought to exploit hard working people by sacking them and using a business ruse to transfer its customer book to E-ON.

Congress believes E-ON is culpable in the sacking of GMB members.

Congress calls for a parliamentary and public inquiry into how events have unfolded.

Congress calls for all industrial, legal, political and media steps to be taken to campaign for GMB members, including a petition to enable debate in Parliament, to seek to support GMB members and the maintenance of their jobs.

H40 – NORTHUMBERLAND COUNTY LA BRANCH
Northern Region

117. PCS POACHING GMB MEMBERS

This Congress 2021 notes the situation with G4S and calls on the CEC as a matter of urgency to deal with the matter.

Where for some time PCS have been poaching GMB members and recently been spreading nasty rumours to poach GMB members. This affects GMB within the workplace and the bottom line of the GMB union. GMB has a number of recognised agreements with G4S which GMB has held for many years and are the recognised union for G4S Secure Solutions not PCS.

We ask for the GMB to address this matter with PCS at general secretary level and inform PCS that any members who work for G4S to join GMB as the recognised trade union. For PCS to know that they are not and they do not have a collective agreement with G4S and not to actively recruit G4S employees/members. If no success' then we call on the CEC take the matter to the TUC.

At the same time, we ask for G4S to be put back on the agenda as a national recruitment target!

S20 – TRANSPORT & DISTRIBUTION BRANCH
Yorkshire & North Derbyshire Region

INDUSTRIAL & ECONOMIC POLICY: PUBLIC SERVICES

118. THE NEED FOR TEACHING STAFF TO GET BETTER INFORMATION AND GUIDANCE IN RELATION TO REDUCING WORK RELATED STRESS

This Congress wishes to express solidarity with our colleagues in the teaching profession and school support staff, many of whom report negative effects on their lives caused by issues at work. This is especially so since the Covid-19 pandemic occurred.

The Ofsted survey of school staff published in July 2019 found issues including high workload such as excessive marking and clerical work, long hours, poor pupil behaviour, dealing with sometimes unreasonable parents, and high workload associated with Ofsted inspections!

Added to these issues are fears caused by being potentially exposed to corona virus infection, with school staff experiencing a lack of clear guidelines, a reluctance to allow wearing of facemasks and the doubtful government mantra that 'children don't pass on corona virus infection'! These issues cause many qualified teachers, who enjoy the actual teaching part of the job, to leave the profession to escape the stress and have a better work life balance. This is bad for the whole education system!

As front-line staff, they need far more clear guidance and, with the help of the unions, a say in the arrangements for working safely during the pandemic rather than being told from above what they must accept. It should also be accepted that staff being off sick or isolating is causing many workload issues. School staff need looking after, or they won't be there to look after the children of the NHS, police or firefighters!

As well, teachers often report unreasonable communication from parents and sometimes disrespectful demands for an instant reply. Schools could set up a system where all parents contact the school office with concerns, and that teachers are assisted with their response by school management and not subject to direct questioning and unreasonably expected direct response with parents.

Teachers report high stress levels and workload associated with Ofsted inspections, yet Ofsted states that this is not its intention! Obviously, there is a lack of information and clear communication, whether from Ofsted or perhaps from school leaders! For example, a new inspection format is called a 'deep dive' into a particular subject. Instruction to teachers includes the fact that if your subject is chosen you will very much be 'in the spotlight' which seems very stressful! – But is this Ofsted's intention?

Clearly, much more information and discussion is needed, so that unions and school staff from teaching assistants through teachers to school leaders can challenge if unreasonable demands are made.

Congress, it is time that teaching and school staff had more say over their role, including the ability, with the assistance of their union, to raise these issues during Ofsted inspections, without suffering any detriment. (Remember, parents have the right to make representations directly to Ofsted, surely teachers should have similar rights!) This would help ensure that School managers and leaders took account of teaching staff's concerns, and adjusted their systems where needed to improve things.

BRAINTREE & BOCKING BRANCH

London Region

119. VIOLENCE ON TEACHERS ARE JUST AS IMPORTANT AS VIOLENCE ON TA'S.

Teaching Assistants offer just as much value to our children in the classroom, as qualified Teachers.

In this era a single qualified teacher cannot successfully manage the requirements of delivering a class without their TA. Therefore why should assaults on Teachers be of more value and treated more favourably than teacher assistants. Are they all not human? Don't they both have feelings?

It has become the norm for me to see my sister black and blue each week. Her norm is to receive violence each day, at times multiple times a day. No support given my the school, other than being told 'it's part of the job'.

However, when Teachers are victims of assault there's often an urgent urge to enact and instill discipline. Such as calling the police, placing the child in isolation or excluding the child. The disparity in this need to close immediately.

The Department of Education states that BOTH Teachers and school staff have a right to be safe while doing their jobs and Violence towards them is completely unacceptable.

School leadership teams need to use their professional judgements and apply appropriate and proportionate sanctions to assaults on BOTH Teachers and TA's NOT just teachers alone.

Our union needs to encourage and support our TA Members to have a voice and challenge any disparities in the handling of assaults on our TA's from pupils. We can do so by encouraging schools to adopt the "Assaults on Staff Code of Conduct" recognising assaults on support staff, as a way of ensuring that this is being managed effectively.

I move

K19 SW LONDON GENERAL BRANCH

Southern Region

120. LOOKED AFTER CHILDREN SECTOR

This Congress calls on the CEC to put pressure on this Tory Government to review and regulate how "looked after children sector" are funded. This is one of the highest costing of all the sectors in the Public Services, but children and staff are being cheated by the Sector's employers.

The children are not being looked after by the correct staffing ratios and the care staff who are being paid minimum wage not reflecting the qualification care staff require to deal with the children in their care.

Our members are being used and abused and are at constant risk of allegations being made against them for just the minimum wage.

P42 PRESTON BRANCH

North West & Irish Region

121. NEW INSPECTORATE FOR SCHOOL MEALS AND CATERING

This Congress wishes the GMB Union to campaign to this Government to introduce an inspectorate to monitor and improve (where necessary) School Meals and Catering. This is now especially important as we have seen the substandard food parcels provided to parents for children over lockdown by private catering firms

This must apply to all schools including Academies and Free Schools as well as all catering contracts whether local authority or private sector.

Inspections should include: Food standards, Dining Environment, sustainable and green procurement (using local produce), use of plastic and Working Environment for catering staff along with staff staffing levels.

HAVERING BRANCH

London Region

123. DNR (DO NOT RESUSCITATE)

This Congress needs to look into the legal positions on DNR's.

DNR Orders are issues that affect medical staff working in hospitals as a rule, but can also affect staff working in care homes or residential care properties.

The GMB has had cases where management instructions to staff working in care homes/residential facilities were designed to over-rule an existing live DNR and demand that staff resuscitate patients/clients in all cases, regardless of an existing DNR.

Such situations cause our members a great deal of stress and appear illegal. The law is ambiguous and needs clarification and strengthening.

We call on the GMB to liaise fully with our solicitors to seek clarification and take steps to strengthen the law on this issue.

Similar steps should also be taken to put pressure on the Government to act likewise.

Never has this issue been more important than now, with thousands of cases of Covid 19 deaths.

SOUTHEND ON SEA BRANCH

London Region

124. SAY NO TO ATTACKS ON SOCIAL CARE WORKERS

This Congress is greatly dismayed by the assaults on Social Care workers with little or no protection for them. The Assaults on Emergency Workers (Offences) Act 2018 and the Emergency Workers (Scotland) Act 2005 do not include the Social Care workforce who are one of the largest employment sectors and a hidden/invisible workforce.

We call on GMB to lobby the Government and campaign to amend this legislation and highlight the fact that Social Care Sector Workers are just as vulnerable and as valuable as other emergency services such as the NHS, Police and Fire Services.

HENDON BRANCH

London Region

125. LOCAL INTERPRETATIONS OF APPROVED JOB EVALUATION SCHEMES

This Congress recognises that all Local Authorities have a job evaluation scheme in place, to determine the grades that roles will be. Many Local Authorities will operate via the same scheme and these schemes are normally Local Government Authority (LGA) or Convention of Scottish Local Authorities (CoSLA) approved.

However, there is a facility for local interpretation of the said schemes.

Local interpretations lead to similar roles, being graded differently, from one Local Authority to another. For example, a home carer in one Local Authority will be graded a 3, whilst another Local Authority it will be a grade 4. The grade 3 has a higher level of responsibilities and functions i.e. administering medication and stoma care.

Congress calls on GMB to campaign to both the LGA and CoSLA to abolish local interpretations so that all employers are evaluating approved schemes in the same way, so that all GMB members and Local Government employees are not subjected to a postcode lottery.

FIFE PUBLIC SERVICES BRANCH

GMB Scotland

126. FUNDING FOR POLICE STAFF

This Congress calls on the GMB to lobby the Government to afford more funding for Police Staff.

Since 2010 as a result of brutal budget cuts imposed by the Tory governments Police forces have cut 21,700 Police Officer and at least 23,500 Police Staff posts.

Police staff undertake a range of roles within the police service from taking 999 calls, crime scene investigation, Custody Detention Officers, engaging with local communities as Police Community Support Officers, working as Management of Sexual and Violent Offenders officers and in Hi Tech Crime not just the more traditional roles of keeping the IT systems running and managing payroll. As a result of this austerity agenda which has seen cuts to overall Police Staff numbers as high as 47% in some forces and so it is little wonder that only 7% of crimes are currently being prosecuted.

On July 26th last year the government pledged to recruit an additional 20,000 Police Officers, but without a similar corresponding investment in Police Staff these 20,000 new Police Officers will be unable to carry out their roles to the full extent and crimes will continue to go unprosecuted and lives will continue to be put at risk.

S62 SOUTH WALES POLICE STAFF BRANCH

Wales & South West Region

127. CAMPAIGN TO END REGIONAL PAY

This Congress should be at the forefront to end what can be called “postcode pay scales” where a national employer pays different rate of remuneration for the same task completed in different parts of the country.

As an example my membership employed by SUEZ, a national company, in Cornwall are paid at a lesser rate of pay than their identical colleagues employed in Plymouth and Devon.

Colleagues, please support my motion.

C21 CAMBOURNE BRANCH

Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY: MANUFACTURING

128. UK MANUFACTURING WORKERS

This Congress notes that the UK Manufacturing Sector is facing worker shortage and this has got worse following Brexit.

In the Food Manufacturing sector which employs a lot of migrant labour, we are facing a double whammy where we are finding it hard to recruit staff and also once those workers join the company, they can't afford to be members of the Union as they are low paid.

Even through the Government accepted MAC's recommendation and reduced the minimum salary threshold of £30,000 a year to £26,500, migrant workers still face a barrier.

As a union we need to find ways of offering low paid workers concessions especially during the first year of membership.

We ask the Union to look into ways to attract low paid workers.

CENTRAL WEMBLEY BRANCH

London Region

129. MAINTAINING THE AGREEMENTS

This Congress calls upon the GMB to look into the appalling practices of a number of companies that are employing workers on sites and venues against the agreements set out in the NAECI Handbook (blue book).

The National Agreement for the Engineering Construction industry has set conditions of employment that have been agreed so as to allow a level playing field of employment in the industry. Unfortunately, some employers are not adhering to the Agreements, leaving members of our union unable to get employment.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

130. SMALL MODULAR REACTORS

This Congress, based on its class-leading expertise in naval applications, Rolls Royce is currently leading a UK consortium to research, design and subsequently build Small Modular Reactors (SMR).

Each SMR can provide power for approximately 450,000 people and can produce the equivalent power of up to 150 off shore wind turbines. As well as contributing clean and reliable electricity for our domestic needs, SMRs can be exported, giving the UK access to a £400 billion global market.

East SMR requires thousands of tonnes of high quality steel, thus revitalising our troubled British steel industry, alongside a massive boost for the construction sector.

The case for SMRs is proven. From creating and protecting good, well-paid, unionised jobs through to addressing the climate crisis. This should be a truly win-win situation for the nation and our union.

However, a lack of coherent energy and industrial strategies from government places the project in doubt. Although welcomed, recent funding by the government only provides short-term stability; much more work is needed to secure this once in a generation opportunity. Piecemeal release of government funding and contracts presents a serious risk to the whole endeavour.

Congress therefore calls on GMB to:

- Produce a research paper outlining the specific benefits to each industrial sector of our union
- Continue to lobby all appropriate government departments, ministers and shadow MPs that have a vested interest
- Continue to fight for our colleagues' jobs in the nuclear, construction, manufacturing, transport and steel industries

GMB DERBY ROLLS ROYCE BRANCH
Midland & East Coast Region

INDUSTRIAL & ECONOMIC POLICY: PROCUREMENT

132. INDUSTRIAL INFRASTRUCTURE

This Congress notes that if UK uses equipment from Chinese company Huawei in a new 5G network, this may result in possible security problems between UK and USA. This exposes the reality that there are no UK suppliers of this equipment based in the UK. The lack of supplier shows a market failure in what is a relatively new sector that must not be allowed to stand.

Congress calls on the UK Government to remedy this lack of UK based suppliers by entering into a partnership with governments of allied nations and commercial companies in the telecommunications technology sector to develop an agreed competitive supplier.

Congress notes that products developed by the Chinese company Huawei are done so in a nation with no rules forbidding state aid or local content supplier contracts. The UK has to learn from what happens in Chinese industries where state support is vital in the development of world leading technology and equipment. The mixed economy model works. International treaties that outlaw state support for industrial development should be torn up.

The template for action for the UK government should be the example of multi-national Airbus in the commercial aircraft sector. We have the markets and the investment power to develop commercial products competitive across the world.

We call for the Government to ensure that the UK has the technology, skills and capacity across all industrial sectors crucial to our economic and national security to develop and produce all essential equipment needed. This is the lesson that the UK should learn from the Huawei stand off and act upon it.

AVIATION SECURITY BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY: CORONAVIRUS & REBUILDING THE ECONOMY

138. BELLY MUJINGA AND THE DISPROPORTIONATE IMPACT OF COVID ON BAME COMMUNITIES

This Congress notes that Belly Mujinga died of Covid-19 in April 2020 after being sent to work out on Victoria station's concourse despite having underlying health conditions and without PPE. That she and her colleague were accosted by a man who said he had Covid, but that no action was taken by her employer, Govia Thameslink Railway and the police were not called.

This Congress further notes that Doreen Lawrence's report An Avoidable Crisis, highlights the disproportionate impact of Covid on Black, Asian and Minority Ethnic (BAME) workers who are over-represented in key worker jobs and 'over-exposed, under protected, stigmatised and overlooked.' BAME people make up one third of Covid patients in intensive care, two-thirds of NHS staff who have died and almost all of NHS doctors who have died.

Congress resolves to join the call for a public inquiry into the disproportionate deaths from Covid in the BAME communities and add GMB's support to the "Justice for Belly Mujinga campaign"

NORTH WEST LONDON BRANCH

London Region

139. COVID 19- IMPACT ON BY AND FOR BME WOMEN SPECIALIST SERVICES

This Congress recognises that BME Women Specialist services provide a lifeline to this vulnerable group of people who experience domestic violence and honour killings. However, Central government and local authorities are neither providing nor commissioning services that meet the needs of BME Women and children fleeing domestic violence, like pledged in the strategy to combat Violence against Women (VAW) and Equality Act 2010, Care Act 2014 and the code of practice for victims of crime.

In March 2020, the Government introduced the Domestic Abuse Bill. However, this bill despite reaching the House of Lords stage has failed to deliver and include the most vulnerable in society: migrant women. Once again, this forms one of this Governments hostile environment approach. Many women subject to immigration control and with no recourse to public funds makes it incredibly difficult to escape a violent relationship.

Moreover, the pandemic has made this increasingly more difficult to leave a violent relationship. It has also impacted on specialist services like refuges not only having to close but restrict their support.

For example, in June 2019, after 32 years of providing lifesaving refuge accommodation to BME women, a local authority decommissioned the contract held by a specialist BME women's organisation to generic white led Housing Associations.

Not only has this meant that specialist women's services for BME women by BME women will be diluted into generic services, it will also mean that BME women workers will face being TUPED on conditions possibly less favourable to them.

The issues of BME women fleeing domestic violence are unique so the place/services they access must also be unique.

Four in five BME women are turned away from lifesaving accommodation space because of language issues. These women then turn to life saving specialist BME women's refuges for support.

Reports from organisations such as Refuge; shows that BME and refuge women suffer high levels of domestic homicide and are 3 times more likely to commit suicide than other women in the UK. 76% of the homicide usually happen shortly after the woman has left the perpetrator, and also about 50% of BME women victims are abused by more than 1 perpetrator. Majority of the BME Women experiencing domestic violence live in absolute poverty in deprived areas, and unlike other women are prone to discrimination and racism.

The government's decimation of the BME women sector including the erasure of BME Refugee women from the Domestic abuse bill will cost the lives of BME women and children fleeing or considering fleeing violent relationships. This has been further highlighted during Covid-19 pandemic.

Therefore, we ask Congress to:

1. Continue to highlight the issues of funding being removed from specialist BME refuge services and the impact of Covid-19.
2. Continue to highlight violence against Black Asian minority ethnic women fleeing domestic violence & honour killings,
3. Work alongside and lobby GMB supported councillors and MP's to stop the erasure of these specialists' services and a call to action to ensure that communities are aware of this.
4. To raise awareness of the institutional racist nature of the procurement process which disproportionately discriminates against the BME women sector, and favours all white generic non specialist organisation.

SECURICOR 1 BRANCH

London Region

140. SUPPORT FOR LONG COVID SUFFERERS

This Congress recognises that around 10 per cent of people experience prolonged illness after covid-19 and calls upon the Government to regularly report on the number of those living with long covid and follow up on those with confirmed diagnoses of covid-19.

This Congress notes that research into the disease should encompass both those who were and were not hospitalised to understand the true scale of the morbidity of the virus.

Congress calls on the Government to implement measures to support those living with long covid, including offering information and incentives to employers to retain their recovering staff who may or may not have confirmed cases due to limitations in testing, and ensuring that the NHS can support patients in their longer term recovery.

V15 CEREAL PARTNERS BRANCH

North West & Irish Region

141. SECURITY OFFICERS APPRECIATION WEEK

Congress, we are calling on the GMB Union to call on our affiliated clients G4S and Securitas and other affiliated Security Industries to have a "Security Officer Appreciation Week".

The international week of recognition provides a great opportunity to acknowledge and thank the important security staff that keep us, the workplaces and buildings we occupy safe and secure.

In recognising dedication and bravery and working in partnership with a range of clients, the management teams should be visiting sites over a week to thank their security colleagues in person as well as sharing stories across several social media platforms to acknowledge those who go above and beyond, delivering an unprecedented level of service.

Congress, the government's decision to classify SIA licence-holding security professionals as critical keyworkers has meant that in a number of cases they were the last people standing in many buildings – closing down facilities, supporting skeleton staff, getting premises ready for reopening and generally supporting people as they navigate the new workplace normal. This is an opportunity for us to recognise their dedication and thank them for their service.

The London Security Branch knows that the past six months have been particularly challenging, as our security colleagues have been on the front-line of the coronavirus pandemic and some have sadly passed away.

GMB LONDON SECURITY

London Region

142. SAVE OUR AVIATION SECTOR

This Congress recognises that the Aviation sector has been decimated due to the Covid 19 pandemic. This will take years to recover as thousands of Aviation jobs have already been lost and workers and their families within the Airport communities are struggling.

We call on Congress to support our "Save Our Airports" campaign.

We demand that the Government provides a sector specific bespoke financial package to support Aviation and key airports such as Heathrow to protect jobs

To protect this vital sector, GMB are calling on the Government to stop dithering and:

- Recognise the damaging effects the collapse of the aviation sector will have on the economy across London and the South East and must commit to supporting the sector in its hour of need, through an economic package that helps both airports and the wider supply chain to survive without redundancies.
- Recognise the vital role aviation workers continue to play in ensuring food and medical supplies still enter the country.
- Extend the 80% furlough scheme for 12 months for workers in the aviation industry but with the possibility to 'taper' where necessary.
- Ensure that any state aid comes with guarantees to protect jobs before shareholders and with environmental safeguards to create a greener industry. State aid discussions should not take place behind closed doors. Trade unions must be involved in those negotiations and powerful airline companies should not be at the front of the queue (the supply chain and regional airports are just as important).
- Stop putting further restrictions on air travel and publicly support our air and tourism sector
- Ensure that all trade unions are part of any sector recovery talks to ensure that front line transport workers' voices are brought to the fore.

AVIATION SECURITY BRANCH

London Region

143. ZERO COVID STRATEGY

This Congress notes the worsening coronavirus crisis in Britain, as new cases of the infection and hospitalisations increase and a second wave of the pandemic advances – in a country already suffering one of the highest Covid-19 deaths per capita in the world.

We believe:

- The Tory government strategy is wrong and that it is reckless and dangerous to continue forcing people back to workplaces and easing the lockdown

- Reducing the virus to minimal levels is a precondition for economic recovery – the two are not in contradiction • we cannot live safely with the virus and we should not attempt to
- Britain needs a zero Covid strategy – that would put the health of people first, as has been successfully implemented in countries, such as New Zealand, which have effectively eliminated the virus or reduced it to minimal levels
- A zero Covid strategy is possible here – in fact, the virus was declining rapidly until the Tories introduced easing measures

Congress notes the calls for a zero Covid strategy from the Socialist Campaign Group of MPs and urge the Labour Party and trade union movement to support a zero Covid strategy and to campaign for the government to adopt this course.

M96 MACCLESFIELD BRANCH

North West & Irish Region

144. CORONAVIRUS, ECONOMIC SUPPORT AND NON-PHARMACEUTICAL INTERVENTIONS (NPI)

Congress views with frustration and anger that we were plunged into a third national lockdown. This is largely due to the incompetence and mishandling of the pandemic by this Tory government.

Congress resolves that to ease the burden and hardship of this and any future lockdown we make the following demands for Keir Starmer to place before the Government and then for the Labour Party and trade unions to join a campaign to fight for them.

1. furlough pay to be 100% of current salary during the duration of the NPIs.
2. statutory sick pay to be paid at 100% of wages when isolating.
3. parents to be entitled to ask for and be given furlough pay while schools remain closed.
4. Universal Credit uplift to be made permanent and include all affected by unemployment including the disabled.
5. subsidy for the self-employed during the duration of the NPI's should be made easier and available for more recent start-ups and in line with the PAYE furlough scheme. This should include all workers not covered by

the current schemes and ensure it covers all workers with no worker left aside.

6. We call on the Government to extend or reintroduce the “pause on evictions” until the 3 months after the lifting of NPIs
7. two weeks redundancy pay for each year worked with the weekly cap doubled, until 3 months after NPI’s have been lifted.
8. all street homeless to be housed without exception during the duration of NPIs
9. a second winter fuel payment to be made.

LONDON CENTRAL GENERAL BRANCH

London Region

145. LEVELLING UP THE ECONOMY

Congress calls on all parts of the GMB to accept that a central aim of economic policy for the UK should be the levelling up of economic activity and prosperity in the parts of the country below those with the highest levels of economic activity and prosperity.

Congress calls on GMB and elected Labour Councillors and MPs to press for measures to achieve this aim and to support policies from all levels of government designed to bring prosperity to towns and cities including the coastal areas below those with highest levels across the country.

The Government elected in December 2019 should be seriously held to account by GMB and the Labour Party to keep the promises it made to the electorate on levelling up.

In particular Congress supports pressing on with HS2. The measure should not be the overall cost but the value and additional capacity and benefits it generates for other regions of the country. Also Congress supports directing money that has to be spent anyway in securing net zero carbon emissions towards developing a new UK based green supply chain and reversing de-industrialisation.

In order to achieve this aim, Congress calls for all rules embedded in international treaties that stop state subsidies and local content provisions in supply contracts to be torn up. Only with the state working with other economic organisations and authorities in the mixed economy can this essential aim be achieved.

CAMDEN APEX BRANCH

London Region

146. COMPULSORY HOLIDAYS DURING FURLOUGH

This Congress notes that employers in the hospitality industry are telling staff to use their holidays up before the end of their holiday year or they will lose the right to take those holidays.

By doing so, employers many who are multinational hotel chains are using taxpayer’s money to offset the amount of money they pay to their staff for their holiday allowance. Employers have it in their power to use the provisions set out in the Working Time (Coronavirus) (Amendment) Regulations 2020, which allows workers to roll holidays over into 2021 and 2022.

Many of our member are being told to take holidays and effectively stay at home in their own homes and have been deprived of the protection the new legislation affords them if they work for unscrupulous employers who demand that all holiday is taken in the holiday year.

This branch calls congress to support a campaign to highlight and reverse the practice of employers

We ask that all means including legal, industrial and the media are brought to bare to stop employers from taking advantage of our members and the taxpayers and to fully support our branch members who challenge this practice.

HOTELS AND CATERING BRANCH

London Region

147. REIMBURSEMENT OF CONGESTION CHARGE AND ULEZ FOR SECURITY OFFICERS (WORKING IN HOSPITALS, LOCAL AUTHORITIES, CARE HOMES AND GOVERNMENT BUILDINGS)

Due to coronavirus, the Mayor of London expanded NHS staff and patient eligibility for Congestion Charge reimbursements. Under the eligible Congestion Charge reimbursement the Mayor failed to mention Security Officers as part of the frontline.

At the height of lockdown, key workers were able to drive into work and park up at their convenience. This was particularly useful for our Day/night security officers. Now they fall into the congestion charge and as a result are forced to use public transport which runs a Sunday

service, which no one wants at this particular time.

Congress, Night Security officers have been disciplined and dismissed for leaving their posts during their breaks, for moving their cars into the Congestion zones within the unrestricted hours. The Mayor should know that, The London Security Branch campaign aims to change perceptions of security officers in the long term and to reset the perception of the security officer as a respected, valued, professional service provider, contributing to and creating a safe and secure environment that is critical to protecting people, places, and property – a key worker that is acknowledged and embedded in our daily lives. We call the Mayor for exemption for Security Officers as frontline workers.

GMB LONDON SECURITY

London Region

148. WORKING FROM HOME: THE NEW NORMAL?

This Congress notes that from the announcement of the lockdown in March 2020, many more people have been asked to work from home whilst the country adapts to the new normal.

The new normal is now here and councils and businesses have discovered the benefits that come to them from this approach.

- Keeping your staff at home eliminates the need for heating, lighting, office space and welfare facilities.
- Keeping your staff at home means that they are working in the spaces that they maintain themselves, using their own WIFI and their own lighting and heating.
- Contracts are being rewritten to keep people permanently at home. Homeworking is a flexible choice but now it is not a choice. Managers now manage your lunch break and toilet breaks they are watching you in your house like Big Brother.

Homeworking is isolating and no matter how we talk about the problems of stress and mental health we don't seem to be able to deal with them. Worst of all is that homeworking will inexorably lead to a reduction in staff, increased hours and eventually reduced grading and pay. This makes it increasingly hard for trade unions

to mobilise a dispersed workforce or even recruit them to union membership.

This Congress calls upon the GMB to investigate the very rapidly changing face of unregulated home working that is occurring and will in time reduce trade union membership and damage workers health and decrease workers' wages.

BARKING & DAGENHAM LGO BRANCH

London Region

POLITICAL: GENERAL

150. SOCIAL MEDIA ADVERTISING

This Congress calls on the government to require all paid advertisements on social media to state who paid for the advert and to state on whose behalf the advert is published.

C23 CARSHALTON BRANCH

Southern Region

POLITICAL: BREXIT

154. EU NATIONS LIVING IN THE UK AFTER BREXIT

This Congress is concerned that EU nationals living in the UK after Brexit are denied their full democratic rights as they are only entitled to vote in local elections and for those to the Welsh Assembly and to the Scottish Parliament. Preventing them from voting in general elections and referendums is unfair, discriminatory and undemocratic.

Congress calls upon the GMB to campaign for all EU nationals resident in the UK to have the right to vote in all future UK elections, including general elections, and in any referendums, that are held in our country.

B40 BOURNEMOUTH BRANCH

Southern Region

POLITICAL: THE LABOUR PARTY

C7 155. LABOUR PARTY POST THE GENERAL ELECTION 2019

This Congress notes the absolutely dire result for the Labour Party in the General Election of 2019. In receiving the Party's biggest setback since 1935, Congress notes that in many parts of the country Labour could have lost another 50 seats and notes with astonishment, at the move away from professional and tried and trusted voter id models, to a more evangelical approach on the doorsteps. Congress believes that never again can the Labour Party allow naval gazing and poor campaign command at the centre to be a blight on the hard work and good campaigning on the ground.

A61 – ASDA STORES BRANCH
Northern Region

156. LABOUR ORGANISING

This Congress notes the way Labour has moved away from constituencies twinning in the run up to the general election of 2019.

Congress notes the success with which twinning constituencies in close proximity or within areas has had over the years. Congress notes with dismay how Labour has become fragmented and disorganised in moving away from sound techniques implemented by good organisation.

Congress believes that as Labour seeks to avoid irrelevance, it needs to get back to sound local political organisation.

Congress believes it is essential that twinning is used and returns to becoming embedded in Labour's organising in areas going forward.

Z46 – STOCKTON NO.3 ENG BRANCH
Northern Region

C7 157. LABOUR CAMPAIGNING

This Congress notes that the Labour Party in its campaigning appears over recent years to have moved away from organised techniques around identifying potential voter preferences. Congress understands that messaging and policy is important for winning over the public to lending Labour their votes at elections.

However, Congress believes that persuading voters on the doorstep and being indignant if voters do not respond positively to persuasion, is a sign of a Party that misunderstands what is required to put policies into power and to win elections.

Congress therefore calls for Labour to reinstate essential and intensive campaign tools such as voter identification, basic and practical get out the vote techniques, all signs of good political organisation as opposed to reliance on telling voters what is good for them.

H40 – NORTHUMBERLAND COUNTY LA BRANCH
Northern Region

POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES

EP 162. LABOUR COUNCILLORS AND MP'S

This Congress calls upon the CEC to lobby the Labour Party and insist that it becomes mandatory for every Labour MP and every Labour Councillor from Parish to Town to be a member of a trade union.

Without the unions we would not have labour and without Labour we would not have the GMB.

The union is the voice of the workers; Labour is our party of democracy the two go hand in hand.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

163. A MOTION FOR THE CREATION OF A VETERANS & FAMILIES NETWORK WITHIN THE LABOUR PARTY ALONGSIDE VETERANS & FAMILIES OFFICERS WITHIN CLPS - SUPPORT STATEMENT.

This Congress calls upon GMB to lobby the Labour Party to adopt the following implementation of a veterans family officer.

- As of January 2019 there were 146,500 active personnel within the British Armed Forces with another 44,250 in reserve. The most up-to-date figures from 2017 estimated that there were 2.4 million veterans spread across the U.K. making up roughly 5% of the adult population, a significant portion too large to be ignored.

2. Veterans have disproportionately high rates of homelessness, addiction, mental illness, suicide and violent prison convictions for their social demographic. Though not a new phenomenon, the aftermath from the futile and continuing 'War on Terror' is highlighting that Veterans should be recognised as a group of individuals with complex needs, that could require lifelong support as a result of military service.
3. Presently no significant measures are being taken by the MoD to reverse or rehabilitate the psychological and cultural conditioning implemented through military training within in the discharge process. Neither are there any psychological screening or mental health checks being made prior to release from service.
4. The Armed Forces Covenant nationally is being perceived as little more than lip service with Liverpool being one of the few exceptions forming its own successful co-ordinated support service between veterans and the Local Authority via a Labour controlled Council and Mayor. It has made significant efforts to support and integrate the Armed Forces Community successfully securing Gold Standard in the MOD Veterans Employment Recognition Scheme, one of the first Authorities in the UK to do so, and it is now pushing to share and develop its Veterans Welfare Model through the Core Cities and Key Cities Groups.
5. The reality is that our Armed Forces Community nationally and locally has been neglected by the MoD and Central Government as a standard practice for longer than we care to imagine. Right now, mental health and welfare support services for serving and discharged military personnel alike has been passed almost entirely on to the third sector.

We as a union must encourage the Labour Party to accept responsibility to change this broken system following the conflicts that have led to the current state of welfare for the Armed Forces Community and its veterans.
6. There is currently no effective representation of the Armed Forces, its veterans nor their families within the mainstream party infrastructure nationally or locally. Nor is there any effective representation of the Armed Forces Community within the

Trade Union movement. This has created a devastating political void that is rapidly being filled by members of the Far Right. A growing number of veterans and family members feel that their views, needs and requirements are not being met, leaving them open and vulnerable to public figures and political groups affiliated to the Far Right. This has become evident during the recent mass protests of ex-servicemen and women against the prosecution of Northern Ireland veterans the organisation of which involved Far Right groups the DFLA, Veterans Against Terrorism and UKIP, with Gerrard Batten leading one protest in London. We as a party need to act and act quickly to right this imbalance.

S71 SLOUGH BRANCH

Southern Region

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

166. PROPORTIONAL REPRESENTATION FOR UK ELECTIONS

This Congress believes that the time has come to change Britain's unfair voting system.

A First Past the Post system is easy to understand and to administer. It's more likely than other systems to deliver strong majority governments.

It's often criticised though for being undemocratic:

- The distribution of seats between parties may diverge widely from their actual levels of support.
- Some votes count for more than others: the outcome of UK elections is determined by a few dozen battleground seats. There's little incentive for national parties to devote much money or resources to seats that are unlikely to change hands.
- The system encourages tactical voting. In every UK election millions of people vote for parties that don't best represent their values. This is bad on principle, as it stands in the way of a more value-based politics, and in practice leaves voters at the mercy of those who seek to misinform.

Along with Canada and the USA, the UK is one of only three major developed countries to use a First Past the Post voting system for general elections. This is at odds with the Scottish Parliament, and the Welsh and London Assemblies, which all use the Additional Member System – a form of PR which retains the benefit of having an MP or Assembly Member representing the local constituency.

In December 2019, a YouGov poll found that 76% of Labour Party members believed that the Party should back PR, with just 12% opposed and 12% ‘don’t know.’

This Congress believes we need a Labour government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later Conservative governments tearing up these hard-fought gains as they have in the past.

Congress therefore resolves:

- To abandon the policy of supporting First Past the Post and instead supporting moves to explore, select and introduce a new voting system for the UK.
- To call for the Labour Party to do the same, and to commit to including the voting system for general elections in the remit whenever it reviews its policy on constitutional issues.

X24 APEX COMPOSITE BRANCH

North West & Irish Region

C13 167. TORY ANTI-TRADE-UNION LAWS

This Congress notes:

- The Tories’ 2019 election manifesto included further attacks on the right to strike, i.e. the requirement for ‘Minimum Service Agreements’ in any railway strike, in the absence of which the strike would be deemed illegal.
- In the run-up to the 2019 election a planned CWU strike for which the union had an overwhelming mandate from its members was ruled unlawful, were it to go ahead, on the basis of an interpretation of anti-union laws dating from the 1980s by the courts.
- Reports that, following Brexit, the Tories are planning major attacks on workers’ rights in the workplace, including the Working Time Directive.

- The widespread use of ‘fire and rehire’ by employers during the Covid-19 pandemic, and the more general attack on workers’ terms and conditions in the course of the pandemic.

Congress believes:

Free trade unions, unshackled by restrictions imposed by the state, and not subject to restrictions on the right to strike, are essential if the labour movement is to be an effective campaigning force

Congress therefore:

- Welcomes and supports Labour Party policy in favour of scrapping all Tory anti-trade-union laws.
- Agrees to campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws.
- Agrees that such campaigning should involve, but not be limited to:
 - Production of GMB campaigning material explaining the case for opposing new anti-union laws and for scrapping existing anti-union laws.
 - Production of GMB campaigning material specifically for use by GMB delegates to Constituency Labour Parties, for use in their CLPs.
 - Coverage of the campaign in regular GMB publications.
 - Lobbying of MPs to demand that they oppose the introduction of new anti-union laws.
 - Lobbying of MPs to demand that they support strikes in their constituencies by turning up to picket lines, in recognition of the democratic right to strike.
 - Approaching other unions which have the same or similar policies in order to pursue joint campaigning.
- Agrees also to campaign for a comprehensive charter of workers’ rights to be put on the statute book, including the right to strike without legal impediment, and covering both individual and collective rights

GLASGOW GENERAL APEX BRANCH

GMB Scotland

POLITICAL: IMMIGRATION & MIGRATION

168. IMMIGRATION AFTER FREEDOM OF MOVEMENT

This Congress notes:

- The Tory government has introduced a regressive points-based immigration system to replace Freedom of Movement following Brexit.
- Such a system puts increased power over migrant worker into the hands of the most unscrupulous employers and undermines collective bargaining for all workers.
- This system is a continuation of the vicious “hostile environment” policy within the workplace.
- That border controls that criminalise migrants have consistently failed. Our union’s approach to immigration must prioritise protections for all workers, including migrant workers.
- That the objective of our union is to ‘organise, recruit and represent workers’, and ‘to defend and improve the social and economic well-being of members and their families.’ This applies to all GMB members, regardless of their country of origin, and immigration status.

This Congress resolves:

- To oppose any regressive immigration system proposed by the Tory government which divides and threatens diverse working class communities.
- To develop proposals for labour protections for migrant and UK workers which include:
 - Sectoral collective bargaining
 - Legal extension of collective agreements to cover posted workers
 - Regulation of employment agencies
 - Employer liability through subcontracting chains
 - Legal obligations to pay posted workers the union-recognised ‘rate for the job’

- Strict enforcement of employers in sectors most exposed to exploitation of non-UK labour.

GMB UNITE BRANCH

London Region

170. BORDERS CONTROL

Congress does not support changing to a “no borders” position on migration.

Congress supports the electorate’s insistence on proper controls on the borders for reasons of law enforcement, national security, social solidarity and a variety of other reasons like trade, disease controls, etc.

Congress recognises that passports, visas, etc are essential to securely operate borders and that the status, rights and duties of citizens and all those who have a legal right to be in the UK are wholly different to what is applicable to all other persons seeking to come to the UK.

Congress considers that this does not cut across international solidarity within the 170 million strong trades union movement worldwide. Neither does it lessen support for international treaties, international organisations and international cooperation aiming to promote prosperity, economic development and economic integration. It does not lessen support for a fair and non-discriminatory immigration system to meet the economic needs of the UK or for UK meeting its international obligations on, for example, aid and asylum for those fleeing wars and conflict.

Indeed, secure borders and international solidarity and cooperation are two sides of the same coin.

Congress considers that requirements for control of borders are real and continuing. Congress rejects a “no borders” position as it is not consistent with these necessary requirements.

X17 MEDWAY GENERAL BRANCH

Southern Region

171. WIDEN WINDRUSH; AMENDING THE WINDRUSH SCHEME – A ROUTE TO CITIZENSHIP FOR DESCENDANTS AND FAMILY MEMBERS.

This Congress notes that that to 30 April 2019 a total of 1445 applications to the Windrush Taskforce under the Windrush Scheme were refused, 796 were refusals of people currently residing in the UK. Many are refused because they joined their Windrush Generation families in the UK after 1988 as adults. The deliberate racism of immigration laws from 1968, 1971 and to date, exiled them from their UK-based families; the Windrush Scheme can be used to reverse this injustice, and it must.

Congress further notes the excellent campaigning work being done by trade union activists, community organisations like Movement for Justice (MFJ), and the determination to expose the truth by those journalists, councillors and MPs prepared to speak out on the Windrush scandal and racism of the hostile environment for immigration policy. The #WidenWindrush campaign started by MFJ is championed by Janet Daby MP, and seeks to amend the Windrush Scheme to provide a route to citizenship for descendants and family members of the Windrush Generation currently excluded.

The 5 test cases of Windrush-connected people, being brought by Movement for Justice to challenge the narrowness of the Windrush Scheme in the courts.

Congress believes that the injustice of the Windrush Scandal cannot be remedied while the descendants and family members of the Windrush Generation continue to face detention and deportation.

Congress resolves to:

1. To affiliate to the #WidenWindrush campaign organised by Movement for Justice for the passage of an amendment to the Windrush Scheme which will open up a route to citizenship for descendants and family members currently excluded.
2. To work with the Labour Party to champion an amendment to the scheme.

3. To inform our membership about the #WidenWindrush campaign and legal challenge to the Windrush Scheme, and encourage those potentially affected to get in touch with Movement for Justice.

LONDON CENTRAL GENERAL BRANCH London Region

172. SOCIAL CARE

This Congress calls for the Social Care sector to be given special status within the EU Settlement Arrangements. Congress notes that there is a deadline of 30th June 2021, under the Withdrawal Agreement. Congress notes that very little has been done by way of help and support to those EU nationals, and their partners who may come from outside the EU, who wish to access help in order to obtain settled status. Congress notes that within social care there is an acute problem, where workers who need settled status, desperately need some support so that a sector that is already at crisis point, does not break apart. Congress believes therefore that the Government should implement special arrangements to give certainty to workers from abroad who are working within such a vital sector and provide such vital services to the vulnerable.

F29 – NORTH TYNE SOCIAL CARE BRANCH Northern Region

POLITICAL: RACISM & FASCISM

173. BLACK LIVES MATTER UPRISINGS-ALWAYS A –TRADE UNION ISSUE

This Congress notes the Black Lives Matter (BLM) Uprising in May 2020 following the brutal murder of George Floyd by police officers in the US. Anyone who saw the footage of his murder cannot deny the total disregard to human life of an unarmed black man and the contempt in the face and actions of the officer involved and the silence and inactions of fellow officers who just stood by and did nothing whilst George Floyd repeatedly said “I can’t breathe”.

This Congress notes that on the same day a black transman, Tony McDade, was shot and murdered by police.

This Congress notes that the UK is not innocent with the murder of Cynthia Jarrett, Joy Gardner, Sean Rigg, Sarah Reed, Smiley Culture, Vandna Patel, Mark Duggan, Mohamud Hassan, George Nkenchoto name just a few murdered by state violence.

This Congress notes that the BLM uprisings, as well as reinforcing what we already know about state, organisational, institutional and interpersonal racism, it also reignited the power and privilege debate which despite career progression by Black Asian Minority Ethnic (BAME) workers, we still find decision makers being of the same group and not reflective of the workforce.

This has led many workplaces having to revisit and set up anti-racism strategy and training in their workplaces. In some places this has been at the emotional and psychological cost of BAME workers as many are being asked to feed into or act as “consultants” on their employers anti-racism strategy/plans. This is likely to impact mental health and well-being because they are being exposed to everyday racism they experience in the form of microaggressions.

The Black Lives Uprisings have in many workplaces highlighted that there are no safe spaces for BAME works to talk about everyday racism they experience without having to raise a grievance.

The Black Lives Matter uprisings saw many employers issue statements in support but failing to address meaningfully racist complaints in the workplace. A place to record and retain perceived incidents of racism is imperative not only to enable a BAME worker to raise their experience safe and anonymously but also for the employer to take heed of those experiences and change workplace practices. A periodical review of the reports/records is a way to hold employers to account on their anti-racism strategy plans/actions.

This allows BAME worker to report incidents of racism anonymously and with the option to raise a grievance if they want. Reporting racism in the workplace should not be a burden or onerous task for BAME workers.

We call upon Congress to:

1. To show continued solidarity to BLM uprisings by any means necessary.
2. To look at how to create safe places and processes for BAME workers in the GMB to record / report incident of perceived racism anonymously with the option to raise as a complaint/grievance if they want and feel safe to do so.
3. To provide training, if not already provided, to members and reps on how to negotiate/ implement this with employers and create safe spaces/networks for BAME workers in their workplaces.
4. To work with the National Equality Forum in devising ways to make reporting /recording racist incidents anonymous.
5. To work with the National Equality Forum to devise an anti-racism charter.
6. To have an external Review into the findings of the Elizabeth Henry Report commissioned by GMB several years ago.

SECURICOR 1 BRANCH

London Region

C14 174. GYPSY AND TRAVELLER DISCRIMINATION & EXCLUSION

This Congress welcomes the fact that there have been gypsy and traveller families and communities in this country for hundreds of years. We also note that gypsies and travellers are being ‘hounded out’ of parts of England as a growing number of local authorities impose sweeping injunctions and bans to prevent them from settling on land, in what has been described as a form of social cleansing.

These injunctions criminalise the normal activities of daily living for gypsy travellers, make accessing healthcare, work and education increasingly difficult and increase tensions between traveller and settled communities. The government’s and local authorities response has been to talk up the enforcement side of the equation without doing very much to address the supply side. Local authorities are increasingly using these injunctions to mask their own failure to provide more official designated sites, instead of looking for positive solutions.

This GMB Congress calls on all Labour MP's and Councillors to oppose the use of these injunctions by local authorities that exclude traveller communities from whole regions or areas. Furthermore we demand that they oppose any hostile policies that lead to exclusion of nomadic groups and openly campaign to address the site supply issue and encourage inclusion.

B10 BANBURY NO.1 BRANCH

Birmingham & West Midlands Region

SOCIAL POLICY: GENERAL

EP 175. END POVERTY IN THE WORLD'S FIFTH RICHEST ECONOMY

This Congress condemns the rise in poverty across the UK, especially child poverty. Trade unions have warned in the past that Government austerity policies at every level would hit the poorest hardest whilst the richest few amass greater and greater wealth, and this has come to pass.

Two thirds of children live below the breadline come from families with one or both parents in work. The rise of insecure employment, zero contract hours and bogus self-employed has left more and more people struggling to make ends meet and depending on food banks in the world's fifth richest economy. The roll out of universal credit has added to the misery for millions of claimants. Left for weeks without income and struggling to live on what they do receive along with the devastating impact of Covid 19 and Brexit.

This has a particular impact on women, whether as parents, as breadwinners in low paid jobs, or as benefits claimants. Where these women are Black, disabled or from LGBT+ community the impact is further increased.

Congress deplores those political choices that have vastly increased inequality in this country and we are concerned that things will only get worse when the full effect of Brexit kicks in and the poor, especially women and children will continue to pay the highest price.

Congress calls on the CEC to work with the TUC and lobby the Government and urge our GMB MP's to use their powers to prioritise reducing the impacts of austerity, making any and all relevant policy and legislation changes available to them to reduce the impact of poverty on our most vulnerable citizens.

M63 MID GLAMORGAN C&T BRANCH

Wales & South West Region

177. DIGITAL INCLUSION

This Congress notes that companies and providers are offering better and cheaper offers to users if goods and services are purchased online. Congress believes that this discriminates against older people who are trying to access services on a whole range of matters such as heating, insurance, ordering prescriptions and booking GP appointments, to name just a few. This Congress believes that some pensioners are unable to access IT or receive training to develop IT skills and are missing out on digital inclusion. Congress notes that this situation is exacerbated in rural areas. Congress calls on the Government to provide older people with the opportunities to access IT. Congress asks for a report back at a future Congress on progress in implementing this motion.

C52 – SOUTH EAST NORTHUMBERLAND GENERAL BRANCH

Northern Region

SOCIAL POLICY: JUSTICE

EP 178. LABOUR PARTY

This Congress agrees the GMB campaign to remove the injustice for victims claiming legal aid.

Criminals/terrorists have unlimited access. Victims/families are told not in public interest for them to claim. Examples – Birmingham pub bombings, Manchester, London and many more.

B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

179. IMPACT OF LEGAL AID

Legal Aid reductions which came into effect in 2010 are impacting on the judicial services.

A decade later, in 2020, the impact on the legal systems throughout is now at breaking point. Legal Aid assistance is currently down more than half in the last decade.

What was once a strong legal aid system, providing a fruitful legal service for the people and the judiciary has resulted in judges, barristers, solicitors and clerks, who rely on work through the legal aid assistance, becoming unprotected via contracts and scratching for work. This impacts on the future of our legal system and the demise of our judiciary services. If this continues to diminish into the next decade, our judicial system is at risk, and will only be for the few and not the many, leaving the unthinkable. There could be no legal aid system in the next decade.

We call for GMB to set up and organise a legal strategy in organising and recruiting in this field with the view to take up the legal aid fight from within the legal system using UnionLine as a tool to assist with this programme as there is no union protection within this sector.

CAMDEN APEX BRANCH

London Region

180. DIGNITY FOR SURVIVORS OF CHILD SEXUAL EXPLOITATION

This Congress notes no action has been taken by government or parliament a year and a half after the Supreme Court gave its judgement about criminal records from childhood offending.

On 31 January 2019 the Supreme Court found that the system for disclosing the records for convictions that have taken place in childhood is unlawful (2019UKSC3). Fiona Broadbent is one of the women involved in the legal action, who has given up her anonymity to speak out publicly. Fiona was trafficked into prostitution as a child and sexually exploited but she was not recognised as a victim. (Source: BBC NEWS website: "Sex abuse victim "vindicated" after High Court win" – 02 March 2018). Fiona was instead convicted a number of times for the prostitution offence of "soliciting and loitering" contrary to Section 1 Street Offences Act 1959. The men who sexually abused her walked away unchallenged but Fiona, and many women like her, are still

being punished today, as their convictions haunt them. These women have been prevented from working in schools, as carers and even from entering university. These survivors are also prevented from entering the professions and taking up roles such as serving as a magistrate or Police Special Constable, where their experience would be invaluable in reducing crime and helping victims.

The Serious Crime Act 2015 changed the law so that children can no longer be criminalised for their exploitation by the prostitution offence of "soliciting and loitering" contrary to Section 1 Street Offences Act 1959. This decriminalisation provision however, is not retrospective. Since 2017, 15,000 gay and bisexual men have been able to apply for their convictions for sexual offences that have been decriminalised to be posthumously pardoned. There is no such right for the survivors of child sexual exploitation.

Congress cries out that it should be unthinkable to any civilised country that the victims of child sexual exploitation should be criminalised by the records of their abuse. The survivors of child sexual exploitation deserve justice and dignity.

Congress calls for a GMB campaign for a new law to clear the convictions of survivors of child sexual exploitation.

ISLINGTON 1 & HARINGEY BRANCH

London Region

181. UNDERCOVER 'POLITICAL POLICING'

This Congress notes with concern that police chiefs have admitted that undercover infiltration of political, activist and justice campaign groups in the UK has been consistent since 1968, in the form of the Special Demonstration Squad (SDS) and the National Public Order Intelligence Unit (NPOIU).

Firmly opposes this type of political undercover policing and believes that infiltrations of this kind have no place in a democratic society.

Understands that a tactic of these infiltrations was for officers to form long-term intimate relationships with women activists, to bolster officer's cover identities in activist circles.

Further understands that police were forced to admit that they infringed upon a woman's right not to be 'subjected to torture or to inhuman or degrading treatment or punishment'.

Notes that the Metropolitan Police Service has admitted these practices and apologised for

behaviour of their undercover officers which in their own words were 'abusive, deceitful, manipulative and wrong', and were a 'gross violation'.

Notes that Assistant Commissioner Martin Hewitt furthermore publicly stated that these abuses were a 'violation of their human rights and caused significant trauma'. (1)

Notes that while the existing Undercover Policing Inquiry covers England and Wales, as of this time the victims of related undercover operations in Scotland and Northern Ireland currently are excluded from seeking justice under this Inquiry.

This branch believes that this reveals that institutional sexism has been endemic within these police units and other state bodies that sanctioned this behaviour.

This was a violation of the women's guaranteed legal rights to privacy, freedom of expression and freedom of association and assembly.

This was a violation of the women's rights to a home and family life, and to privacy of communications.

This was an infringement of the women's right to participate in the struggle for legal, social and environmental justice.

That the use of sexual relationships has no place in any form of undercover policing and the Regulation Of Investigatory Powers Act (2000) should be amended to reflect this.

Congress asks the CEC to call for the Undercover Policing Inquiry (UCPI) to be extended to Scotland and Northern Ireland.

Call for the UCPI to undertake a fully transparent and truly public inquiry, providing disclosure to those whose rights have been violated by undercover operations and recommending legal changes to ensure this type of spying never happens again.

Support the appointment of a panel of experts with understanding of the issues of institutional sexism and institutional racism to assist the Chair during the inquiry evidential stages.

Profile the work of Police Spies Out Of Lives in members' bulletins and newsletters.

Publicise this motion to regional and national union structures and wherever possible within the labour movement.

A08 TAMESIDE BRANCH

North West & Irish Region

182. DISHONOURABLE DISCHARGE

This Congress notes that prior to 2000 those who were found to be gay and employed by the armed forces received a dishonourable discharge from service with loss of their pension rights. This has continued to impact those discharged. We welcome moves to discharge previous convictions under the so-called Turing amendment to the Police bill, but this issue for former armed forced personnel needs now to be addressed urgently.

This Congress calls on the GMB to create a campaign to lobby government and achieve a legislative change in this area.

M18 SECURICOR BRANCH

Wales & South West Region

SOCIAL POLICY: EQUALITY & INCLUSION

183. LGBT+ SEX & RELATIONSHIPS EDUCATION IN SCHOOLS

This Congress recognises that no child is born with any type of prejudices or discriminatory thoughts or traits. Whether it be racism, homophobia, transphobia or any other forms of discrimination and intolerance, these are all learned behaviours and characteristics, hate and narrow-mindedness are the teaching of bigots.

Therefore it stands to reason that love, kindness, respect and tolerance towards all the different types of people and families, including lesbian, gay, bisexual and transgender plus (LGBT+) families and people, must be taught in an age appropriate way at a suitably early age. Schools need to be self-assured that they're right to make sure that any Relationships and Sex Education (RSE) education is inclusive of all families and relationships, including LGBT+ people along with all other equality strands. RSE is part of the school curriculum where the experiences of LGBT+ students and parents need to be included if we want to break the cycles of discrimination.

Last year Primary Schools in Birmingham faced weekly protests from parents over LGBT+ lessons as were part of the No Outsiders programme which uses story books to teach about acceptance of same-sex couples. This saw Mr

Moffat the head teacher at Parkfield Community School, who is openly gay, along with other staff being abused, threatened and targeted amid the protests.

The GMB welcome new statutory government guidance that was issued in 2019 on Relationship and Sex Education (RSE). From September 2020, all primary schools will be required to teach relationships education and all secondary schools will be required to teach relationships and sex education including LGBT+ education, this needs to go further than just a bit of guidance.

This Congress asks the GMB to join other education sector unions to campaign to persuade the Department of Education to offer clear, strong and enforceable legislation, policies and guidelines on LGBT+ relationships education. This will support and help schools carry out their public sector equality duty, in order to create a teaching environment with a truly inclusive curriculum.

This Trade Union Congress calls for the development of a country wide, whole school approach, to try to entrench equality and tolerance to help tackle all forms of discrimination in all its forms in every school. We also call on tougher legislation to protect teachers and school staff from being targeted and subjected to abuse or threats for doing their jobs in educating our children, whilst trying their best day in day out to help in the fight to eradicate the scourge of homophobia, transphobia and all other forms of discrimination.

B10 BANBURY NO.1 BRANCH

Birmingham & West Midlands Region

184. DEAF EDUCATION IS IN CRISIS

There is a lack of teachers of the deaf at a rate of 14% a year. Many are in their 50' and 60's and there are not people undertaking the training and qualification.

Hearing impaired units are being cut around the country as many authorities feel all deaf children can be educated in mainstream school with little support.

Many children do not have:

Access to regular Teachers of the Deaf.

No access to radio aid technology to support their hearing in the classroom and give them better access to their teacher's voice.

Hearing impairment services as their caseloads are large, there is lack of qualified staff. Lack of understanding deafness has on education right from birth.

If deaf children do not have the right support from the point of diagnoses they will struggle and permanently be behind their hearing peers.

Deaf children need access to sign language, for a rich full vocabulary.

Access to a qualified teacher of the deaf to ensure that all their educational needs are met either through the EHCP, specialist provision. Regular monitoring, training and support.

Our Deaf children deserve the same opportunities in life as their hearing peers. Deafness is not a the barrier to learning. Lack of vocabulary. Deaf Awareness Teachers of the Deaf specialist provision

Technology

Resources ARE!

Let's not fail Deaf children .

Let's see them reach their full potential.

L32 LB SUTTON BRANCH

Southern Region

EP 185. CHALLENGING ALL DISCRIMINATION AND HATE SPEECH

This Congress is concerned that:-

- the rise of the far right across the country as a result of the previous election of former US President Donald Trump and the increasing xenophobia across the UK.
- that a recent Stonewall report found that half of BAME LGBT+ people experience discrimination in their local LGBT+ community because of their ethnicity. The report also found that one in eight people of faith and one in four LGBT+ disabled people encountered prejudice based on their identities, whilst a third of trans* people and a quarter of bi women experienced discrimination within LGBT+ communities.

We all have:-

- responsibilities to call out discriminatory speech and behaviour in our workplaces, but also within our own communities where it is safe to do so;
- step up and challenge all forms of discrimination, including hate speech.

Congress calls on the GMB to devise an all-branches' publicity and empowering campaign across all Unions:-

- raise awareness and equip members to challenge discrimination and hate speech by promoting messages and knowledge about inclusivity, human rights and free speech via workshops, toolkits and in partnership with other organisations;
- be visible and vocal in opposing the far right and their hate statements against BAME, LGBT+, women, disabled people and those with particular/no religious affiliations;
- work more closely with anti-fascists and anti-racist organisations, and with a wider consortium of campaigning groups and individuals, to tackle the rise in xenophobia and to promote multiculturalism and diversity.

X12 CARDIFF & DISTRICT BRANCH

Wales & South West Region

186. DYSLEXIA DIAGNOSIS PAYMENT

This Congress is concerned about the costs of booking diagnostic assessment for Dyslexia especially as this is classed as a disability under the Equality Act 2010.

In order to be properly assessed, all people, young or old, have to pay to recognise this learning difficulty.

We feel that this cost is detrimental to young people- they should not have to pay for these tests due to their lack of income. Sometimes a school may pay for half of the test, however, the tests are expensive.

More needs to be done to ensure children especially those from low-income households get the help they need and that includes support after diagnosis.

With a cost-free diagnosis, more children's grades and mental health will improve.

We urge GMB to raise this issue and work with the Government to look into ways of funding these tests for school aged children.

This will ensure equality of opportunity for all those in primary school, secondary school and university and give young people more confidence in finding a career and allow them to access a wider range of employment opportunities.

GMB FULHAM 1 BRANCH

London Region

187. ACCESSIBLE HOUSING FOR THE DISABLED

This Congress Notes that over seven years ago a House of Lords enquiry concluded the UK Government and society were woefully under prepared for the needs of the aging and the disabled population, the need for the adaption to their homes, disabled people in general and the young and old.

Not forgetting our brave disabled men and women who have fought for their country and are now in need of assessable housing.

There are just 7% of England's housing stock that provides even the most basic features of accessibility to make a property visit able by the disabled person.

Outside of London only 23% of homes due to be built by 2030 are planned to the basic accessibility criteria, where you 1% will wheelchair accessible, this is obviously not good enough.

The NHS estimates that there are 1.2 million wheelchair users in England alone.

The national picture looks a little better because of the Greater London Authority, as since 2004 there was a requirement that all new homes meet access standards.

The Scottish government have a Disability Delivery Plan to aid independence living and preserve the rights of disabled people.

The building standards of accessible homes from the government have to change.

Congress asks that the GMB

Take this issue of standards to the government and committees in Parliament that deal with the Building Standards for social housing for the disabled.

Ask congress to liaise with local authorities asking what are their plans for new homes for disabled people.

GLASGOW NURSES BRANCH
GMB Scotland

188. HOUSE OF LORDS ATTACK ON PENSIONERS

This Congress is appalled at the House of Lords Report into tackling Intergenerational Unfairness. Congress believes that quilled unelected Peers have little idea how pensioner poverty exists or how benefits provided by a previous Labour Government help older people.

Congress is also disgusted that in areas like the BBC where the free TV Licence for over 75s resides, the BBC pays top executives eye watering sums of money on the backs of the very people who they seek to reduce benefits to. Congress believes that you do not tackle the absolute unfairness in society across different age and demographic groups, by robbing one group to help another. This Congress believes that it is the system that is broken. Congress therefore calls on the attacks on Pensioner benefits to be reversed and for resources to be made available by Government to help age groups across the board.

C52 – SOUTH EAST NORTHUMBERLAND GENERAL BRANCH
Northern Region

SOCIAL POLICY: HARASSMENT & ABUSE

189. CAMPAIGN – YOU ARE NOT ALONE

This Congress asks the GMB to start a campaign called ‘You Are Not Alone’ in support of families suffering abuse; not just men and women, but children too, to find out what’s out there. Posters and leaflets should be circulated to our members so they can get help.

The feeling of isolation and shame must be eradicated through our message.

HULL RETAIL & DISTRIBUTION BRANCH
Midland & East Coast Region

190. SOCIAL MEDIA HARASSMENT & BULLYING

This Congress is appalled at the levels of Cyber bullying and harassment and intimidation via social media.

This Congress notes the Zero Tolerance Statement adopted by the GMB at Congress 2014.

This Congress abhors any breach of our Zero Tolerance and believes that any abuse on social media should be dealt with and support given to those abused.

This Congress calls on the Government and the Labour Party to commit to pass legislation to outlaw bullying and harassment on social media.

D43 – DURHAM COUNTY LA BRANCH
Northern Region

SOCIAL POLICY: NHS & HEALTH ISSUES

C8 191. NHS: WHOLLY OWNED SUBSIDIARIES

This Congress deplores the way that the NHS is being privatised via Trusts using Wholly Owned Subsidiaries to engage in “off balance sheet activities” in order to blatantly avoid any tax liabilities with the HMRC. Now that we have left the EU, Congress believes that it is imperative to ensure that the NHS is safeguarded against further privatisation going forward. The NHS is the jewel in the UK’s public services crown and Government should ensure that focus is on patient care and the employees who give a great service to the public. NHS Managers who seek to further their own careers on the backs of exploiting the public purse should be exposed for what they are. Congress calls on the CEC to mount a campaign of resistance to NHS wholly owned subsidiaries including through our industrial and political channels and for a report back to the 2022 Congress on progress in our campaign to prevent the use of this tactic to further the process of NHS privatisation.

N39 – NORTH WEST DURHAM AHA BRANCH
Northern Region

C8 192. NHS WHOLLY OWNED SUBSIDIARIES

Congress opposes NHS Trusts setting up Wholly Owned Subsidiaries which will be used as a vehicle to privatise non-clinical services.

Congress further resolves to expose the use of VAT refunds to establish these privatisation vehicles that will only serve to externalise large swathes of NHS services and property at a cost to the taxpayer.

E18 EAST BERKSHIRE HEALTH BRANCH

Southern Region

194. NHS FUNDING

Congress deplores the actions of the Government's funding promises for the NHS.

Over 60 new hospitals are promised but only 6 can be identified. One of these in Canterbury in Kent that neither the Council nor the NHS Trust knows anything about.

£500million was promised to renovate Epsom General hospital but the money is being used to downgrade the hospital and St. Helier General hospital in favour of an acute unit. The proposed unit is only accessible by a consultant appointment or a Blue Light admission. This is out and out preparation for privatisation of Clinical Services

The 50,000 new nurses that were promised are made up of 20,000 already working in the NHS.

The number of consultants and doctors that have been promised won't make up for the cuts over the last 10 years.

Congress agrees to expose the funding myths and campaign for a return to full and proper NHS funding.

C23 CARSHALTON BRANCH

Southern Region

EP 196. NHS

This Congress agrees to liaise with the TUC to mount a joint union campaign to prevent further privatisation of the NHS, and to monitor and publish regional success or otherwise.

GOOLE BRANCH

Midland & East Coast Region

198. HOSPITAL AND KEYWORKER PARKING

This Congress notes the Government announcement in September 2020 that "free parking for disabled people, frequent outpatient attenders, parents of children staying overnight and staff working night shifts" will become mandatory from January 2021.

Whilst these proposals are welcomed, they do not go far enough and there appears to be no additional central funding for the NHS to implement these proposals.

All hospital visitors should have free parking without the extra worry of being fined.

We understand that it is GMB policy to campaign for free hospital parking for all, but this policy was established over 10 years ago and the goalposts have moved and we see that Wales does not charge for hospital parking and Scotland has lifted charges during the pandemic.

During the COVID pandemic we are pleased to see that Hospital parking has been made free for NHS staff and some local authorities and private providers have also extended this and offered free parking to health and social care staff.

Therefore, we call for GMB to lobby the Government to ensure that all NHS and care workers will be able to park free at their "workplace" after the pandemic is over where such facilities are in place.

We call for a fresh GMB campaign for the proposals to be implemented across the board without impact on central funding and for true free hospital parking across the whole of the United Kingdom.

EAST DEREHAM BRANCH

London Region

EP 199. AVAILABILITY OF NHS DENTISTS AND TREATMENT

This Congress asks the GMB with the backing of the CEC to lobby our MPs to ensure there are enough NHS dentists employed to enable everyone who needs NHS dentistry treatment to register with the health service and obtain treatment that is free at source.

Whilst most people can register with a GP and when needed get referred to a hospital for FREE at the point of delivery treatment, this is not so with dentistry, especially now during the Covid-19 pandemic.

Healthwatch England's review of NHS dentistry (December 2020) found that more than seven in ten people found difficulty in accessing help and support when they needed it. They also reported a reluctance amongst dentists to do NHS work, instead they try to make patients go private at much greater cost! This led to many people experiencing pain, discomfort and further complications.

There are estimated to be 67.9 million people in the UK in 2020. However, over 1 million of these are unable to get NHS dental treatment in the UK, and of those that can there is still an upfront fee.

There are three bands of treatment available under the NHS:

Band 1: £22.70 for examination, diagnostics and advice,

Band 2: £62.10 for the above plus fillings and extractions,

Band 3: £269.30 for all of the above plus crowns, dentures and bridges.

Not being able to register with an NHS dentist is scandalous in this day and age, and if you cannot afford private treatment and cannot register with an NHS dentist then you are left to suffer.

Also, it should be remembered that the pandemic has reduced access to NHS dentistry even further. The British Dental Association has reported that treatments delivered by NHS Dental Services are at a quarter of pre Covid-19 levels with 14.5 million fewer procedures having taken place.

It should also be kept in mind that some Cardiac specialists are of the opinion that poor oral hygiene can contribute to cardiac and vascular damage.

Sir Robert Francis, Chair of Healthwatch England, reported that there are risks of further pressure on overstretched hospitals and GPs as untreated dental problems lead to pain, infection and risk of long-term harm, comparable with other medical conditions.

Congress, NHS Dental care should be for everyone and not the few so we call for an immediate review to address this decline.

BRAINTREE & BOCKING BRANCH

London Region

200. PrEP FOR BLACK LGBT+ COMMUNITY

This Congress is aware that when it comes to health issues it is known that the BME communities face barriers to accessing even basic life-saving support and help.

For the BME LGBT+ community the barriers are even greater.

We see mainstream sexual health campaigns often solely feature white, gay men. So those who may be at risk believe that they are not and they remain unaware or uninformed about the benefits of the drug PrEP.

PrEP is a drug given to HIV negative people to reduce risks of HIV. If taken as prescribed PrEP is up to 100% effective in stopping HIV transmission. It is hugely beneficial to those who use it, can access it, and know about it.

Data from the Naz Project revealed that 82% of women living with HIV in the UK are from BME communities and 75% newly diagnosed with HIV from BME communities. This places women from BME backgrounds at a higher risk of sexual and reproductive health inequalities.

As trade unionists, we can help to break down the barriers that prevent BME LGBT+ women in particular having access to PrEP.

We call upon Congress to:

1. Highlight the benefits of PrEP through workplace campaigns.
2. Ensure that campaigns around this are decolonised so that any material/resources are inclusive.
3. Work with communities through health awareness days to raise awareness.
4. Lobby for PrEP to be issued by GPs

EALING BRANCH

London Region

EP 201. ABOLITION OF PRESCRIPTION CHARGES FOR YOUNG WORKERS IN ENGLAND

Congress notes that:

1. Young workers and students under the age of 25, in full time work or education pay for prescriptions if resident in England or registered with a GP in England.
2. Those in full time education aged 18 and under do not have to pay for prescriptions.
3. Prescription charges rose for the third year in a row to £9 in April 2019.
4. Prescription charges have been abolished for residents in Wales, Scotland and Northern Ireland or for anybody who is registered with a GP in these countries.
5. Under 25s are still paid less by employers due to the Government's national living wage disparity between under 25s and over 25s.

Congress believes that:

1. Access to affordable healthcare is a right and should not be a privilege afforded to only the richest students and well-off workers.
2. Prescriptions are vital for a person's health and wellbeing.
3. Young workers and students often do not have the financial resources to spend £9 on a prescription they require.
4. People will often require multiple prescriptions which increases the total cost.
5. Having to spend considerable amounts of money on prescriptions risks encouraging people to go without the medicine they require.
6. The cost of prescriptions can put a strain on the mental health of young workers and students as they worry about the excessive cost.

Congress resolves that:

1. GMB must campaign to put pressure on the Department of Health and Social care and the Secretary of State to abolish prescription charges for young workers and students in England.

2. GMB will encourage the Labour frontbench to commit to the abolition of prescription charges for young workers and students in England.
3. GMB will encourage employers, universities and colleges to commit to supporting the abolition of prescription charges for their young workers and students.

HENDON BRANCH

London Region

202. PODIATRY AND OTHER SPECIALIST CLINICS

This Conference notes that many elderly and otherwise infirm people develop problems with feet, due to diabetes, infections or injury.

Podiatrists are specially trained people who look after peoples' feet and ankles, especially the elderly and infirm. They are based at Podiatry Clinics which are specialist centres for the diagnosis and treatment of foot and ankle problems.

These play a vital role in the early effective treatment, avoiding the need for future treatment which could include amputation or treatment of infections. Treatments would be unnecessary if these vital services were accessed earlier. They and other similar specialist clinics play a vital role in preventing future more costly treatment.

We note that access to some of these free services have often been cut or withdrawn as part of cuts in health treatment. We note these short-term cuts can actually lead to more advanced, costlier treatment in the future.

These services are not only cost effective in preventing future more serious problems; they can mean that other health problems are also diagnosed.

We urge the GMB to actively campaign with Local Authorities and the NHS to widely publicise these services which are often Local Authority driven. We also campaign to reverse cuts to these and similar services, which are short-sighted as they have future cost and health implications for patients and health services.

REDBRIDGE BRANCH

London Region

EP 203. PROSTATE CANCER

This Congress calls on the GMB to press this Government to introduce an active surveillance programme for men over 50 years to help with the early detection of prostate cancer.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

204. MENTAL HEALTH

This Congress deplores the continued practice of Mental Health patients being cared for out of their living area with the consequent distress to the patient and expense to their families. This increases the likelihood of said patients, especially the young, committing suicide.

We call for a campaign to ensure there are placements available to enable patients to be treated and cared for within their own areas.

We also call for extended training on mental health awareness and suicide at work to be made available in schools and workplaces.

EAST DEREHAM BRANCH
London Region

C9 205. MENTAL HEALTH

This Congress notes that suicide rates are going up. Rates are highest in men and particularly those aged 51 to 60 years of age. Poor mental health, depression, worries about money, unemployment and isolation are all key risk factors for suicide. Prevention must be the key strategy.

We call on the GMB to: develop and deliver training to help shop stewards and members to identify the signs of increased risk of suicide and poor mental health, and to ensure members know where to go for help and are helped.

We also call on the GMB to work with other groups in the community to raise awareness and build preventative measures designed to reduce the risk of suicide and poor mental health.

S37 SOUTHAMPTON BRANCH
Southern Region

C9 206. DEALING WITH SUICIDE

This Congress calls for the GMB to provide specific training for awareness and the effects of suicide.

Suicide is more prevalent than most people realise, with 6507 suicides registered by Coroners in 2018; a rise of 11.5% on the previous year. Sadly, this figure is likely to be much higher, as many cases are not recorded as such, due to inclusive evidence, and can be often received as 'undermined'.

It goes without saying that the impacts of suicide are deeply felt, not only by loved ones, but also by colleagues in the workplace and the wider community. Those who have been bereaved or affected by suicide are at an increased likelihood of suffering from mental health themselves.

GMB workplace representatives need to be equipped with the right information to signpost people to appropriate support and have the confidence and skills to deal with such sensitive conversations.

We therefore call upon the GMB to develop an appropriate training course to increase awareness of suicide and equip our workplace representatives in their role of supporting their members.

NOTTINGHAM CITY BRANCH
Midland & East Coast Region

207. WALK THE WALK

This Congress notes that suicide is one of the leading causes of young deaths in the UK. Sadly, every year over 1,800 young people take their own lives including over 200 school children. As a national caring union, we should have a role in preventing these deaths.

We note that during the lockdowns of 2020/21, many more young people have struggled with home or school life as social contact has not been possible and we have seen huge increases in calls to helplines where young people have thought more about suicide.

We also note that as the pandemic has spread across the UK, many fundraisers' dreams of marathons, swims, runs and walks were dashed, leaving charities struggling to raise valuable funds.

The Union and region have done some excellent work and training on making our reps more aware of mental health issues. We also welcome the GMB guides on mental health and “Work and Suicide” and urge our reps to read these especially if they identify someone at risk. We need all of our organised workplaces signed up to GMB mental health at work pledges.

As a start, we would like to see GMB affiliated nationally to PAPYRUS UK, one of the charities listed in our guide and urge GMB to promote this charity through our members and their families. This would make our members extremely proud if the GMB were to wholeheartedly support this charity.

This charity strives to help the prevention of young suicides of those under 35. Statistics show there are more young person suicides than road traffic deaths so we need to wholeheartedly support this worthy charity.

We are also calling to lobby the government for more funding for young people’s mental health issues.

KING’S LYNN NO 1 BRANCH

London Region

SOCIAL POLICY: EDUCATION & TRAINING

210. NO CHILD IS LEFT BEHIND!

This branch supports the following motion at congress:

This Congress instructs the senior officers to raise awareness and organise campaigning around the following in schools:

That no child left behind by ensuring TA (Teachers Assistant) support at point of need. Due to the significant gap of several months between a child being identified as in need and receiving financial support for a TA; the school SENCO (Special Education Needs Coordinator) can assess a child for fast funding in 4 weeks and draw down funding from a central pot to support TA support while a formal EHCP (Education Health Care Plan) is pursued.

K19 SW LONDON GENERAL BRANCH

Southern Region

EP 211. MITIGATING THE IMPACT OF CHILD POVERTY IN EDUCATION

Congress is appalled at the continuing rise of child poverty in the UK, as a result of political decision-making which places profit for a privileged few ahead of wellbeing and prosperity of most ordinary citizens, including children.

Congress agrees that the education system must be provided with resources it needs as far as possible to tackle the impact of low-income poverty on children’s education and therefore changes lives. Congress calls on the GMB and CEC to support continued campaigning and lobbying for:

- Universal free school/nursery meal provisions;
- The elimination of all cost barriers and provision of equal access for all children and young people, regardless of family income, so that all young people can participate in, enjoy, and benefit more equally from, their education.

M58 MERTHYR TYDFIL BRANCH

Wales & South West Region

212. PUPIL BEHAVIOUR AND MENTAL HEALTH

Congress is alarmed at the reports that serious violence involving children and young people is a significant and growing problem within schools and our streets and notes the increasing concerns being reported about youth violence, knife crime and the behaviour and mental health of children and young people.

Congress deplores the decline of services under austerity, pushing families and communities to breaking point and seeks concerted government action to address the causes of disaffection and violence.

Congress deplores the government’s failure to respond appropriately to preventing and addressing serious violence involving children and young people and notes with concern the devastating impact of serious violence, including knife crime on children and young people’s society, well-being and future life chances.

Congress applauds the commitment and efforts of public sector workers who are dedicated to working with children and young people suffering under austerity policies, deeply

regretting the violence they may face and further applauds the work of teachers, support staff and head teachers who, every day, seek to ensure that schools are safe sanctuaries for all children and young people.

Congress rejects the expectations that teachers and other public service workers should accept violence as part of the job and applauds the efforts of unions in taking industrial action to protect their members from pupil violence and abuse.

Congress calls on CEC to lobby government to:-

- Support schools and colleges in dealing with violence and disruption.
- Substantially to increase the levels of investment in specialist education provision, welfare and support services for children, young people and families.
- Reverse the effects of austerity policies.

C22 CAERPHILLY COUNTY BRANCH

Wales & South West Region

213. CAMPAIGN FOR BRITISH SIGN LANGUAGE

This Congress notes one in four babies are born with a hearing impairment. According to figures by the Government Child Department there are 45,000 children who have this disability. Schools are not doing enough to help alleviate this issue.

Congress resolves to call upon the GMB to back a campaign to bring this issue to the forefront of the Government to make British Sign Language part of the National Curriculum within schools.

A55 AVON & WESSEX BRANCH

Wales & South West Region

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

215. THE GAS INDUSTRY

This Congress calls for GMB and the government to actively support the gas industry, by supporting the development of greener gas, specifically Hydrogen, and to support the search for better more efficient ways of using gas in domestic and commercial situations. This will benefit both thousands of GMB members and energy customers.

It is important to remember that the origins of GMB are in the gas industry and GMB is still very well represented with members throughout the industry. The GMB needs to continue full support of our members' future in the gas industry.

Last year at Congress we spoke about the need to rescind the government decision not to install gas into new build domestic properties after 2025. Now we need to go further. We need to actively support the gas industry.

Clearly there are climate change issues and the country needs to promote zero and low carbon energy options, however it is our belief that the gas industry will be a part of the changes and not a victim of the changes.

Much work, scientific study and indeed testing is ongoing with "green gas". The introduction of Hydrogen into the existing gas network is both possible and now becoming a viable proposition. A responsible way to reduce emissions from gas appliances without changes to the upgraded existing gas network {which is world renowned} and without changes to most existing gas appliances.

Our members have proven themselves adaptable to new challenges, the underground network has evolved through lead pipes, steel pipes and now plastic. Our meters have changed, no longer is it "sixpence for the meter" now they are modern smart meters that can monitor usage. Appliances have advanced from ovens & fires burning dangerous Towns Gas to safe high efficiency condensing boilers. Our members have adapted in the past and will adapt to new types of gas in the future.

Don't cloud the issue, this is not about fracking, this is about sourcing a reliable clean cost-effective fuel that will support our members' jobs, our country's energy needs and provided an affordable fuel for our country.

L34 GAS BRANCH

North West & Irish Region

216. HYDROGEN BASED ECONOMY

We call on this Congress to support the growth of hydrogen generation as a direct replacement or additive to existing fossil fuel supplies as part of efforts to tackle climate change and the setting up of a greater number of refuelling stations for the supply of hydrogen as a road transport fuel.

Hydrogen is a colourless and odourless gas which is lighter than air. It is one of the most abundant elements on earth and is easily accessible being produced commercially via the conduction of electricity through water or by splitting natural gas into Hydrogen and Carbon Dioxide. This Carbon Dioxide can be captured and used in horticulture, in the brewing process or can be piped into depleted oil and gas wells for long term storage. The creation of such a Carbon Dioxide sequestration process would provide the infrastructure needed to allow industrial processes such as the creation of concrete, steel, glass and ceramics to continue whilst producing a gas which when burnt or passed through a hydrogen fuel cell only produces water as a waste product. An economy based on hydrogen would therefore be free of the variability of energy pricing caused by fluctuations in the price of crude oil and other fossil fuels.

Hydrogen gas can also be mixed with existing Natural gas supplies to increase its calorific value and reduce the amount of gas required in homes and businesses to provide heat or burnt in gas turbines or converted internal combustion engines. The most exciting way of generating energy from hydrogen is when it is passed through a hydrogen fuel cell, as doing so creates substantial amounts of electricity, enough to power busses, lorries and even ships and aircraft. Despite its advantages as a replacement road fuel, there are only a handful of stations in place around the UK making it difficult for transportation companies and fleet managers to transition.

Greenhouse gas emissions continue to grow from the transportation sectors and from industry despite efforts to address climate change. The greatest cuts in emissions have come from the energy sector due to the closure of coal fired power stations. Currently when there is not sufficient energy produced by renewable sources to meet demands, it is either imported from mainland Europe or produced by burning fossil fuels. If excess supply from near zero sources of energy was used to produce hydrogen, it could be stored and then passed through a fuel cell to provide the electrical energy needed to avert the need for additional supplies from such sources.

For this reason we call on this Congress to pursue government investment into a hydrogen based economy and the wider availability of this gas.

GMB UNITE BRANCH

London Region

217. GREEN ENERGY SUPPLY CHAIN

This Congress applauds GMB Scotland for exposing the actual global green energy supply chain that currently exists in the renewables energy sector in the UK. GMB Scotland has shown that the only role for UK workers and their families is to pay the subsidies in their household energy bills to meet the costs of this supply chain. Meanwhile the yards and workers in the UK that could do this work are idle and undeveloped.

GMB Scotland has exposed the mixed messages from a variety of organisations including the SNP and green organisations promising thousands of jobs and then watching without any action the jobs being placed across the four corners of the world. GMB Scotland has shown that the promoters of the renewables energy industry have little or no interest in developing a UK based supply chain and that the green organisations are equally disinterested.

It is for Unions and the Labour Movement itself to campaign for a new green energy supply chain to be developed in the UK. Full use has to be made of the real weapon that it is UK households and taxpayers who are funding the supply chain. We must call the tune.

As 86% of homes are heated by gas, we need to ensure that the jobs of our members who work in the gas industry are protected and those workers are supported in any transition process which is needed to move into any new industry initiatives.

Congress calls for a nationwide GMB campaign

- To promote a new green energy supply chain being developed in the UK as part of the efforts of the UK to meet net zero carbon emissions targets and to reverse deindustrialization and the decline in economic activity in many areas of the country.

- For concrete policies to develop the jobs and the capacity across the UK.

This has to explicitly include calls for UK withdrawal from international treaties that forbid state support to develop this new green supply chain and from procurement rules that prohibit local content in supply contracts.

WHITTINGTON SERVICES BRANCH

London Region

SOCIAL POLICY: CLIMATE CHANGE

219. THE ENVIRONMENTAL CRISIS

This Congress notes the horrific and unprecedented climate change related extreme weather events from the bushfires in Australia to drought induced famine in Zambia, flooding in Indonesia as well as in the UK.

Congress further notes 2020 is an important year for the UK in hosting the most significant global climate talks since the Paris climate agreement of 2015. This will call on all governments to step up their levels of ambition.

Congress believes that climate change is the biggest threat facing workers and communities today. Despite the report of the UN Intergovernmental Panel on Climate Change (IPCC) in 2018 of the need to stabilise average global temperature by 2030 - if we are to avert the most catastrophic impacts - greenhouse gas emissions continue to rise.

Congress welcomes the union taking steps to elaborate a Just Transition plan for energy workers. However, many more workers and communities will be impacted by the transition to a zero-carbon economy.

Congress agrees that climate change and the wider environmental crisis is a fundamental trade union issue.

To this end we call on the CEC to:

Support the socialist Green New Deal/Green Industrial Revolution. Continue to advocate for the public ownership and democratic control of the entire energy system, elaborate a Just Transition for all sectors represented by the GMB

membership, understand the Health and Safety impacts of climate change including building trade disputes based on H&S legislation.

S35 - SHEFFIELD HEALTH BRANCH

Yorkshire & North Derbyshire Region

220. CLIMATE CHANGE

This Congress calls upon the Government to act on climate change, and to put pressure on world leaders to act now before it's too late. Climate change is having a huge impact on the daily lives of people all around the world. The planet is changing for the worse and if it continues this way the future is not looking good for the younger generations.

PETERBOROUGH GENERAL BRANCH

Midland & East Coast Region

221. CLIMATE CHANGE CRISIS

This Congress would like to respond to the climate crisis and show our solidarity with this cause by instituting an environmental role in each area, to enable GMB members to fight for climate justice, and improve the carbon footprint of workplaces across the UK.

LEICESTER SERVICES BRANCH

Midland & East Coast Region

222. DECLARE A CLIMATE EMERGENCY

This Congress notes:

- The Earth's temperature has already risen by one degree above pre-industrial levels. A recent IPCC report warned that we only have 12 years to keep global warming to a maximum of 1.5 degrees. Carbon emissions need to be cut by 45% by 2030 and reach zero carbon by 2050 in order to avoid a dangerous tipping point
- the tremendous impact of the school students strikes in shifting government complacency over climate change forcing them to amend the 2008 Climate Change Act
- that 25 countries, the UK Parliament, and half of all UK councils have already declared a climate emergency
- that declaring a climate emergency is an important first step to recognising not only the

existence of climate change, but stressing the need for action through both administrative and behavioural means

This Congress believes:

- climate change is a trade union issue
- that the trade union movement, when organised, is one of the most powerful levers in society for bringing about industrial and social change
- that the future of our planet is at risk if we don't organise now to educate our movement on the dangers of climate change, and push for a response
- That we must keep the pressure up. The school students have led the way with 'school strikes' but the trade union movement as a whole must now act to ensure that they don't fight alone

This Congress resolves:

- To immediately declare a climate emergency
- To lobby the workplaces in which we operate to do the same
- For school and university branches of the GMB to support the student climate strikes
- For the CEC to consider measures such as the establishment of green reps within branches, and a special green conference to determine the GMB's role in shaping a just transition to a Green New Deal which ensures safe and secure employment and clean air for all of our members.

X96 SOUTH LONDON UNIVERSITIES BRANCH Southern Region

223. COMMITMENT TO CLIMATE CHANGE

This Congress believes that climate change is a trade union issue and the future of our planet is at risk if we don't organise now to force governments to cut emissions in line with international targets.

We applaud the motions submitted by GMB to both the TUC and Labour Party Conferences in 2019 on future energy policies and how and when to achieve net zero carbon emissions in the UK. Congress regrets that these positions were not adopted by the Labour Party Conference.

There has to be ongoing debate in the labour movement on these policies given the outcome of the general election in December 2019.

Congress calls on the CEC to build support across the movement, for the Labour Movement to accept the target set by the Intergovernmental Panel on Climate Change (IPCC) in the UK for net zero carbon emissions to be achieved in the UK by 2050.

This is an incredibly challenging target and achieving it will be both very expensive and disruptive. Trying to unilaterally achieve net zero sooner in the UK than in the rest of the world will be even more expensive and disruptive and little more than futile gesture politics.

GMB delegations should be prepared to run the gauntlet of jeers and shouting from various quarters in opposition to such gesture politics which are also out of touch with the mainstream of the electorate.

Congress calls on delegations to TUC and Labour Party Conferences to continue to support the current mix of energy and climate change policies agreed by this Congress and to strongly and publicly oppose further attempts to impose futile unpopular gesture politics on the organisations in the labour movement.

LONDON STORES GENERAL BRANCH London Region

224. CLIMATE CHANGE

Congress must support our young people who have responded magnificently to the threat of climate change in 2019 and has highlighted the threat if we don't take action to reverse the carbon being raised into the atmosphere. We must, as a union, campaign to reverse all carbon manufactured by fossil fuel oil and coal to invest in renewables wind power, hydro electric, wave power, electric cars.

Research into hydrogen.

The Labour Party election manifesto called for 400,000 jobs to be created in manufacturing solar panel wind turbines wave power structures

A survey of all rivers to install water mills for creating electric power.

All this could massively reduce carbon emissions and save the planet.

All packaging must be recyclable. All we get is promises about the future. This must be legislation for now.

Z39 NORTH KENT ENGINEERING BRANCH

Southern Region

225. CLIMATE CRISIS

This Congress notes that the three hottest years on record have occurred in the past decade. The world is facing increased impacts of extreme weather events from wild fires, drought and flooding. Despite a small decline in greenhouse gas emissions due to Covid 19 effects in economic activity, they continue to rise.

Congress further notes 2021 is an important year for the UK in hosting the delayed United Nations climate talks, or COP26. These will be the most significant global climate talks since the Paris climate agreement of 2015.

Congress believes that climate change is the biggest threat facing workers and communities today. Despite the report of the UN intergovernmental Panel on Climate Change (IPCC) in 2018 of the need to stabilise average global temperatures by 2030 – if we are to avert the most catastrophic impacts of climate change – global we are still on course to exceed these targets.

Congress welcomes the union taking steps to elaborate a Just Transition plan for energy workers. However, many more workers and communities will be impacted by the transition to a zero-carbon economy. Congress agrees that climate change and the wider environmental crisis is a fundamental trade union issue.

To this end it calls on the CEC to:

- Support the socialist Green Deal with a zero-carbon target date of 2030;
- Continue to advocate for the public ownership and democratic control of the entire energy system;
- Elaborate a discussion and develop a Just Transition plan for all sections of the membership;
- Understand the Health and Safety impacts of climate change including building trade disputes;
- Create the role of a green rep;

- Run specific environment and climate change related training courses;
- Encourage and facilitate members participating in climate related actions such as the School Students strikes;
- Participate in discussions around and send a delegation to the COP26 in Glasgow;
- Declare a Climate Emergency on behalf of members.

GMB @ PCS BRANCH

London Region

226. GMB & LABOUR FOR A GREEN NEW DEAL

This Congress recognises:

- That climate change presents a threat to life on earth;
- That the majority of emissions are caused by the wealthiest 10% of the population, but that working people will suffer the worst consequences of climate change;
- That a just transition for workers is the only equitable model on which to build a new green economy, where workers are supported in reskilling and retraining, and deployed to new, high quality, well unionised jobs in low carbon industries;

A climate transition cannot happen without trade unions, and that our union, being one of the largest in the UK representing private sector workers in the energy, manufacturing, and other industrial sectors, has a special responsibility to push for a just transition to a low carbon economy;

Congress supports the following pledges:

- Net zero carbon emissions by 2030: Work with the government, industries, and the scientific community to achieve a target of net zero carbon emissions by 2030;
- Nationwide bargaining agenda for green policies: Put green policies on the table for recognition agreements and bargaining, empowering members to green their workplaces and industries while strengthening union membership;
- Reskilling workers for low carbon jobs: Deliver a programme of free, accessible education and training to re-skill members for secure, high quality, low carbon jobs, providing support and security to make the switch;

- Regional just transition programmes: Work with metro mayors, local government, and devolved nations to deliver just transition programmes specifically tailored to local industries and communities;
- Divestment of pensions to renewable energy sources: Create a new bargaining unit to support members in divesting pension funds from fossil fuels to renewable energy sources;

Congress resolves:

- To call on the General Secretary and our Central Executive Council (CEC) to commit to the aforementioned pledges;
- Work with the TUC, other unions and the Labour Party on energy and climate change and achieving the aspirations of the Green New Deal

HOLBORN BRANCH

London Region

227. GMB SUPPORTS A GREEN NEW DEAL AND A JUST TRANSITION FOR WORKERS

This Congress recognises:

- That climate change presents a threat to life on earth
- That industrial development is responsible;
- That the majority of emissions are caused by the wealthiest 10% of the population, but that working people will suffer the worst consequences of climate change;
- That a just transition for workers is the only equitable model on which to build a new green economy, where workers are supported in reskilling and retraining, and deployed to new, high quality, well unionised jobs in low carbon industries;
- That a climate transition cannot happen without trade unions, and that our union, being one of the largest in the UK representing private sector workers in the energy, manufacturing, and other industrial sectors, has a special responsibility to push for a just transition to a low carbon economy;

This Congress notes and supports the following pledges of the GMB for a Green New Deal Campaign:

- Net zero carbon emissions by 2030: Work with the government, industries, and the scientific community to achieve a target of net zero carbon emissions by 2030;
- Nationwide bargaining agenda for green policies: Put green policies on the table for recognition agreements and bargaining, empowering members to green their workplaces and industries while strengthening union membership;
- Reskilling workers for low carbon jobs: Deliver a programme of free, accessible education and training to re-skill members for secure, high quality, low carbon jobs, providing support and security to make the switch;
- Regional just transition programmes: Work with metro mayors, local government, and devolved nations to deliver just transition programmes specifically tailored to local industries and communities;
- Divestment of pensions to renewable energy sources: Create a new bargaining unit to support members in divesting pension funds from fossil fuels to renewable energy sources;
- No new fossil fuel projects: Oppose new fossil fuel projects, including carbon-intensive hydraulic fracturing, otherwise known as fracking, in the extraction of oil and gas;

NORTH WEST LONDON BRANCH

London Region

228. PERSUADING BUSINESSES / EMPLOYERS AND LOCAL AUTHORITIES TO MOVE TO ELECTRIC / HYBRID VEHICLES

This Congress is to consider a national campaign aimed at persuading businesses, employers and local authorities to move to electric/hybrid vehicles. Vehicle technology is improving all the time as well as light vehicles manufacturers have even developed electric HGV's. Imagine a local authority with a whole fleet of electric refuse trucks no more smelly diesels collecting our refuse, this has to be the future.

If we are to save the planet from global warming this has to be Britain's contribution, all started off by a GMB campaign.

C80 DUDLEY BRANCH

Birmingham & West Midlands Region

229. ZERO CARBON EMISSIONS

Congress has carried motions on low/zero carbon energy so that the UK meets the internationally agreed net zero carbon emissions target by 2050 set by the IPCC scientists and the official CCC in the UK.

Congress rejects attempts to rubbish this international target as not being ambitious enough. Congress further rejects that the UK should unilaterally set out to achieve a net zero carbon emissions target by 2030 or some other arbitrary date.

Congress consider that achieving the 2050 target will be very challenging, expensive and disruptive and that it is essential to win the support of the electorate for this necessary target.

Congress consider that setting aims that are neither technically feasible or affordable and that no other nation seeks a route to further election losses for the Labour Party.

Activists with no particular specialist experience or knowledge are not better placed than the scientists on the IPCC to say what the agreed targets should be. It is time that GMB plainly said so. GMB and the labour movement should ignore denunciations from the usual quarters for this position.

Congress supports GMB staying with the 2050 target which is already very ambitious as the global population increases to 9 billion with rising demand for energy to alleviate poverty which is also a wholly legitimate aim.

C28 PETS BRANCH

Southern Region

230. CARBON FOOT PRINT

This Congress notes that breathing polluted air puts us at a higher risk for asthma and other respiratory diseases. High levels of particle pollution have been associated with higher incidents of heart problems. The burning of fossil fuels and the release of carbon dioxide in the atmosphere are causing the Earth to become warmer.

The Congress believes that we want to live greener, so we can get into upcycling at home, sort our curbside recyclables better and start buying your food locally. Meanwhile at work,

the computer stays on all night, we use only one side of your printer paper and the AC is running to the tune of 68 degrees. It's easy to let the green living slide at work, since it's not technically space owned by us. Or maybe you're already your office's green warrior, but we could use some more ideas. Here are 15 ideas to lower your carbon footprint at the office.

The Congress resolves that we :

1. Measure your carbon footprint

The best place to start is by measuring the carbon footprint of our office. Rather than just going into this with guesswork, we can actually keep measurable data on how well our office is doing in the sustainability realm. we can either hire green consultants or put an internal manager in charge of the green initiatives.

2. Upgrade your office

This can be as easy or as in-depth as we want it to be. We can start with just switching to LED and other energy-saving light bulbs and see how that affects our building's energy usage. We can also look into getting better windows to keep the hot and cold air in, getting a tune up for the heating/cooling systems to make sure they are operating at peak efficiency, buying energy-saving machines that are Energy Star-rated or looking into upgrading old equipment like inefficient boilers.

3. Make sure to recycle everything

When our electronics have reached the end of their lifecycle, we can make sure to recycle them. We can recycle your electronics through e-recycling companies or manufacturer take-back programs. Make sure the option we choose has some sound data-wiping procedures in place to keep your data secure. Look for other items to recycle like plastic components, paper, donating used office furniture, etc.

4. Turn off everything

Make sure we turn off all lights at the end of your day and keep lights off in unused rooms. We can also make the most of power strips by plugging several computers into them and just turning off the power strip at the end of the day. Computers should also have power management options we can activate.

5. Watch your paper usage

One of the easiest things we can do in an office to reduce waste is to keep an eye on paper. Only print if absolutely necessary, use a printer's two-sided print feature and use the back of one-sided paper as scrap paper. The idea of going paperless is still a future reality for many places. It's been touted for decades as the way business is going, but offices are still littered in papers. We can try to reduce paper by keeping communications and records digital, if possible.

6. Focus on employee education

We can make sure everyone in the business is on board from the start. Include green initiatives in memos and newsletters, and instruct employees to turn off computers and lights after meetings. A fun option is to set up interdepartmental goals and rewards systems for the department that reduces the most waste.

7. Participate in Green Office Week

Every May has a Green Office Week. There is no reason we can't get involved in our work place. It's a great idea for mobilizing the workforce and communicating green objectives. The week is divided into theme days like "Motivation Monday" and "Think About it Thursday."

8. Keep recycling bins around

Here's another easy one: Keep recycling bins easily accessible, if they are not already. We can put them near water coolers, lunch areas, at key points in hallways and around large groupings of tables or cubicles. As a related note, make sure the company has a recycling system in place so all the waste doesn't just get mixed together. Don't be that place that just has recycling bins out to keep up appearances.

9. Adjust the thermostat

Have we ever turned up the thermostat in summer by one degree and had your energy bill go down enough to warrant an extra trip to a decent restaurant? If you haven't, try it sometime. We can either adjust the thermostat by one degree or set it back 10-15 degrees overnight when no one is around. Energy.gov rates the difference as annually saving 1 percent on the energy bill for each degree if your thermostat setback time is eight hours long.

10. Focus on heat conservation

It's not just for the home. We can try to seal windows and doors so heat or cold air is not escaping. Seal gaps in floorboards. Look into double-glazing your windows to make sure heat stays in. Energy.gov has a good guide on heat conservation that you could apply to the office.

11. Look into alternative transportation

Another great option is looking into how our staff gets to the office and home again. Options include offering electric cars to major transportation hubs, supporting cycling programs, helping employees coordinate carpooling, offering to pay for public transportation (or at least offering discounts on it) and educating employees about choosing fuel efficient vehicles.

12. Try telecommuting

Another good option is to consider telecommuting, since it reduces the emissions of driving back and forth to the office each and every day. Work that can be done solo at a computer can easily be accomplished by remote access to desktops or just over email and phone. Meetings can take place a couple times a week at the office, if necessary. Obviously, this doesn't work for all business types (like a doctor's office), but it's worth evaluating in more project-based environments.

13. Assess business travel

Since we live in a world with video conferencing, flying half way across the world to a meeting isn't as mandatory as it used to be. We can make sure to assess whether business trips are really necessary. Some can't be avoided, but if we can avert the emissions of flying across the country or world by hopping on Skype, it's certainly an option to keep in mind.

14. Keep measuring

We can make sure to keep measuring our progress as we go along. As we make a major change, review energy consumption reports of the building, re-evaluate using carbon footprint calculators or continue to work with a consultant. It's easy to get gung-ho about being greener in the office, only to have the efforts fall by the wayside when a busy time hits. We can make sure one or two

people have the green duties worked into their schedule and keep it a priority.

G38 SURREY COUNTY BRANCH

Southern Region

SOCIAL POLICY: HOUSING

232. NEW TYPES OF HOUSE BUILDING

This Congress notes the use of wider techniques at increasing volume and sustainability of new house build as a way of tackling the housing crisis.

Congress notes the increasing use across the world of wood as a key component of new building techniques. Congress believes that these are exciting new developments. Congress notes that if combined with a tree planting programme in key areas of the UK, these developments could provide a steady supply of indigenous resource as well as employment and income for years ahead, that would both help deal with housing policy as well as improve the UK's carbon footprint, provide vital green jobs and income for communities across the UK. Congress calls on the GMB to lobby Government and the Labour Opposition in seeking to urgently develop housing policy new build.

H40 – NORTHUMBERLAND COUNTY LA BRANCH

Northern Region

236. NATIONAL GMB CAMPAIGN TO END CLADDING SCANDAL

This Congress calls for GMB to set up a National campaign to demand a deadline for creating safe housing without flammable cladding following the Grenfell Fire.

It is 3 years since the Grenfell disaster, and not enough has been done to make the 23,000 households with Grenfell style ACM (Aluminium Composite Material) cladding, and up to 500,000 people living with other non -ACM flammable cladding, safe from fire. The problem is further magnified by COVID 19 and the fact we are being asked to stay in our homes more than ever before.

The government's new fund for remedial work on high rise blocks to remove flammable cladding, a step forward. However, it's estimated the fund will only cover $\frac{1}{3}$ (a third) of households and it's offered on a first come first served basis, there is no commitment from government to a deadline for completed works, and it does not cover buildings under 18m.

We call for the Government to commit to a deadline for safe housing for all, provide a detailed timeline, and hold themselves accountable.

CITY OF LONDON BRANCH

London Region

238. LET US TACKLE ROUGH SLEEPING ONCE AND FOR ALL

This Congress notes the plight of rough sleepers never seems to end, and we still see many people sleeping on our streets across the cities and towns in the UK.

We saw the amazing work at the beginning of the pandemic to create the Nightingale Hospitals across the UK in a very short space of time.

We could totally eradicate rough sleeping in 2021 by establishing something similar in each of our major towns and cities – especially over the winter months – to ensure rough sleepers have a warm and safe environment to sleep in whilst receiving the necessary medical care and support to find them a permanent place to live.

B05 – GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

SOCIAL POLICY: TRANSPORT

C10 239. TOTAL DISABILITY RIGHTS TO TRAVEL ON UK TRAIN STATIONS

This Congress calls on the government to place pressure on all UK train stations who are denying disabled people the right to have access to travel in total contravention of the disability discrimination legislation.

C15 GENERAL BRANCH

Birmingham & West Midlands Region

C10 240. ACCESS AVAILABLE FOR DISABLED PEOPLE WHEN TRAVELLING ON PUBLIC TRANSPORT

This Congress would like to raise awareness about how difficult it is when using public transport as a disabled person.

When a disabled person needs to travel across the country by rail, they must book well in advance to ensure a service is available for them to board the train.

Disabled people are treated like second class citizens, disabled people should have the same facilities it they need to travel urgently, just like able bodied people and be able to arrive at the station and have access available to travel when needed.

Disabled people have every right for free movement and if a disabled person needs to travel urgently by rail then this service should be available.

We are asking the CEC to raise this issue with MP's, GMB councillors and the relevant rail regulatory bodies. We need a rail system that is accessible for all, not just on planned journeys but also when the unexpected happens.

More staff should be trained in helping disabled people to board trains if a planned journey is diverted or cancelled, nobody should be left stranded without someone able to assist.

W87 WIGAN BRANCH

North West & Irish Region

C11 241. SAVE OUR BUS ROUTES

This Congress notes that the bus service is an essential part of the commuting and recreational transport system of the United Kingdom.

Where rail systems are limited in the extent the bus service can fill the gap, keeping cars off the road and reducing pollution. A "decent bus" service connects people who might otherwise become isolated and promotes mental wellbeing.

The words used are "decent bus services". Councils often rely on subsidies to provide these services but there is not enough money. In recent years, outside of Greater London, the operating costs for running bus services

has increased, the number of people making journeys has declined, the number of cars on our roads has increased and bus routes have closed. All this at a time of climate change.

This Congress calls upon the Government to urgently address the growing funding gaps facing local services in the provision of bus services.

BARKING & DAGENHAM LGO BRANCH

London Region

C11 242. BUSES

This Congress notes that there is a move in Government and Opposition to improve the service quality of the UK's buses network.

Congress notes that the level of investment and the way that the buses network and market has been structured for decades, has led to a post code lottery in terms of bus coverage.

GMB members working within the industry have been saying for years that more investment in people and capital is desperately required, as well as a change in the culture of rewarding fat cats and corporate failure.

Congress believes that if the country's buses network is to be levelled up a change in culture and a massive uplift in resources is needed to make the industry fit for the current age.

Congress calls on Government and Opposition to commit to sustained resourcing of the buses network across the country to help those in most need to get to work and meet the challenges of this decade and beyond.

S52 – SOUTH SHIELDS 2 BRANCH

Northern Region

243. POLICE OVERSIGHT POWERS

This Congress requests that Legal and Political routes are found so that Police Authorities across the country are given powers to oversee the Licensed Taxi, Hackney Carriage and Private Hire industries to reduce the amount of fraud that has blighted these industries to date.

Police would be funded by local transport funds to carry out vetting of prospective drivers and license renewal.

GMB PROFESSIONAL DRIVERS BRANCH

London Region

244. SECTION 88

This Congress believes on Section 88 of the Road Traffic Act 1988 may allow you to continue driving, even though your current driving licence is with DVLA.

B10 LB RICHMOND BRANCH

Southern Region

245. CONGESTION CHARGING

This Congress notes the increase in charging in some cities outside of London as part of a drive to deal with climate change. However Congress notes that some Councils, including Labour ones, are seeking to bring in charging in provincial areas, that may affect the lowest paid and those with the greatest needs in terms of access to work and at key times of the day such as at the beginning and at the end of the school day.

Congress calls on much greater work to be done by way of research and consultation with local people, businesses and social partners, before embarking on a regime of restricting access to city centres, based on decisions of

Councillors and Officers who themselves may be out of touch with the areas they seek to serve and manage.

D43 – DURHAM COUNTY LA BRANCH

Northern Region

246. ARE STREET CLOSURES UNDER THE GOVERNMENT FRIENDLY STREET SCHEME REALLY FRIENDLY FOR USERS?

This Congress notes that LTNs (Low Traffic Neighbourhoods) have been rolled out throughout London Borough's without consultation.

Emergency services were never considered or consulted with and still we are finding emergency times becoming longer due to these LTNs.

The disabled were never considered within this draconian roll out which is an assault on their human rights and freedoms.

The councils are siphoning money off local residents when they should be helping the residents to get back to a normal way of life with covid-19 crippling families and ways of life.

For Councils to be using this virus as a means to push these measures through is unlawful and this has been confirmed in a recent judgement.

We ask Congress to campaign against these schemes being implemented without full meaningful consultation of all communities affected and give us back our streets.

ISLINGTON 1 & HARINGEY BRANCH

London Region

SOCIAL POLICY: WELFARE RIGHTS & SERVICES

247. UNIVERSAL BASIC INCOME

Congress notes the alarming increase in working poor, the lack of decent employment opportunities and the vindictive nature of the reviled Universal Credit that has proved wholly inadequate to meet people's needs.

Congress also notes that, since 2016, it has been TUC policy to support the introduction of a Universal Basic Income (UBI), sometimes called Citizens Income, a payment made to everyone, regardless of their employment status, that would sweep away the costly, bureaucratised (and now privatised) indignities of means tested benefits.

However, despite its innovation being TUC policy, it is rarely if ever mentioned by General Secretary, Frances O'Grady who prefers instead to advocate higher payments under Universal Credit.

Congress agrees that UBI is a concept whose time has come and instructs GMB representatives on the TUC General Council to vigorously pursue a campaign for its inception.

WALTHAMSTOW BRANCH

London Region

248. MAXIMISE BENEFIT TAKE-UP VIA HMRC

This Congress believes that everyone should get what they are entitled to in terms of Welfare Benefits and Tax Credits and everyone should pay their taxes. This is not happening for our members and people in the wider community, locally and nationally.

In order to facilitate greater Social Justice, reduce inequality and poverty, we need to ensure everyone is claiming all that they are entitled to. This isn't happening with about £16bn of unclaimed welfare benefits and tax credits annually across the UK. It is a financial scandal that is repeated every year.

HMRC is the responsible Government Department to enforce the National Living Wage (previously National Minimum Wage but not the real Living Wage) on employers and to ensure everyone pays their taxes via Tax Inspectors. We ask that HMRC be charged with "balancing the books of UK Plc" to ensure everyone is getting what they are currently entitled to but are not.

We ask Congress to campaign for proactive measures by HMRC to ensure that everyone can and does claim their right to welfare benefit and tax credits and for this measure to be adequately resourced for the benefit of our members and the wider community, including local business, that will benefit from this.

This is not a change in the current system but a measure to make the existing system work more effectively and efficiently to the benefit of all.

NORFOLK PUBLIC SERVICES BRANCH

London Region

249. BENEFIT TRIBUNAL COSTS - WELFARE RIGHTS

This Congress is concerned with regard to the price that vulnerable people are having when they have to pay towards letters of medical history and doctors' letters towards their benefit tribunals. These members are the most vulnerable in our community and costs can have a detrimental effect on their diminished living standards.

Therefore we call on this Congress and the GMB and sponsored MPs to campaign to get these charges removed/abolished.

NOTTINGHAM NO.1 BRANCH

Midland & East Coast Region

EP 250. HOMELESS BECAUSE OF UNIVERSAL CREDIT

This Congress Has concerns that government welfare reforms across the country are fueling rises in homelessness in all towns and cities all over Britain.

Homeless charities across the UK reveal that support systems are in crisis since the roll out of universal credit.

There is an increase in invisible homelessness such as sofa surfing, emergency accommodation and rough sleeping.

Official estimates are that there is a significant increase in homelessness since 2010, the homeless are getting younger and younger.

Congress's calls upon the GMB to work with the Government and MP's to:

Campaign for the removal of Universal Credit.

Campaign and work with charities for more homes for the homeless.

Press the government to meet the needs for more houses.

GLASGOW NE & SW HEALTH SERVICE BRANCH

GMB Scotland

EP 251. HOMELESSNESS AND THE WORKING POOR

This Congress recognises the growth of homelessness in our society and the increasing numbers of people forced to live and shelter on our streets, in cars and even with friends or family.

We also recognise that an increasing number of these without a home or a permanent shelter over their heads come from the working poor.

Congress notes that this problem is rooted in austerity policies adopted by Government and the greed of landlords and property speculators who are exclusively focused on making profits even when it means individuals or families being moved out of their homes.

The introduction of the Universal Credit regime made possible by the executive parties voting back the legal authority for welfare reform to the Tories, has been a total disaster. As it is progressively rolled-out, hundreds more have been forced onto the streets as unscrupulous landlords refuse to accept non-payment for the lead-in period of five weeks. We also note that the promised mitigation package has proved worthless for those suffering the impact of this brutal welfare policy.

Congress calls on the CEC to work with the TUC and establish trade union led campaigns to secure the vindication of the basic right to a home.

The right to a home or at the very least a shelter is a fundamental human right.

A03 ASDA NORTH WALES BRANCH

Wales & South West Region

252. RIGHT TO FOOD

This Congress recognises a crisis of food poverty born out of the political choices and systemic failings created over the past four decades, which have now reached a tipping point for so many in our communities. The figures are devastating for one of the richest nations in the world and highlight the inequality of the UK in 2020.

The Trussell Trust reports a soaring 81% increase in emergency food parcels from food banks in its network during the last two weeks of March 2020 compared with the same period in 2019, including a 122% rise in parcels given to children as the coronavirus pandemic continued to unfold.

Liverpool City Council notes the consistent high rates of poverty across the city. We recognise the growing concern amongst our health and care professionals of the current situation and the likely exacerbation of poverty figures through the impact of the Covid19 pandemic and economic uncertainty as we enter 2021.

From April to October 2020 in Liverpool, the Council has seen 10,296 Urgent Needs Awards (emergency cash awards to low income households for essentials such as food and fuel); an increase of 56% compared to the same period in 2019.

DWP data reports that households on Universal Credit in Liverpool has increased from 30,700 in February to 58,500 by October, a 90.5% increase.

The National Food Strategy is the first independent review of England's entire food system for 75 years. Its purpose is to set out a vision for the kind of food system we should be building for the future, and a plan for how to achieve that vision. It is headed by Henry Dimbleby and next reports to Government in early 2021.

The Right to Food campaign is arguing that the 11 million people in food poverty should be central to this strategy.

Enshrining the 'Right to Food' into law would clarify Government obligations on food poverty and would introduce legal avenues to hold Government bodies accountable for violations.

This Congress calls for the 'Right to Food' to be incorporated into the 'National Food Strategy'. We ask the Chief Executive to write to Henry Dimbleby to further this request.

HC-ONE BRANCH

North West & Irish Region

EP 253. ENDING THE NEED FOR FOOD BANKS

This Congress notes that Universal Credit has been the biggest contributing factor to the growing need for food banks since the start of Tory austerity in 2010, along with the need for a fairer living wage.

This Congress resolves to campaign for the abolition of Universal Credit in its present form, to be replaced with a fairer and more equitable system for all.

SCARBOROUGH & NORTH YORKS COMMUNITY BRANCH

Midland & East Coast Region

254. FOOD BANKS

This Congress calls upon the CEC to lobby the Labour Party and Government to put the Trussell Trust's 2019 General Election manifesto, and asks as part of Labour Party and Government policy and campaign to end the use of food banks in the UK.

The three asks were:

1. Ending the five weeks wait for Universal Credit
2. Ensuring benefit payments cover the cost of living
3. Investing in local support

To quote, "these three changes will put money back into the pockets of people who most need our country's support. It's not right that anyone has to walk through the doors of a food bank in the UK. But it is our power to end the need for food banks – this can change."

It is the aim of the Trussell Trust to end hunger and poverty in the UK. They state “between April 2018 and March 2019 food banks in their network provided a record 1.6 million food supplies to people in crisis. A 19% increase on the previous year”. They go on to say “we know it takes more than food to end hunger. That’s why we bring together the experiences of food banks in our network to challenge the structural economic issues that lock people in poverty, and campaign to end the need for food banks in the UK.”

GRANTHAM COMMUNITY BRANCH

Midland & East Coast Region

INTERNATIONAL

255. SOLIDARITY AGAINST THE CAA

Congress notes that the Citizenship Amendment Act (CAA) which has recently been passed by the Indian Parliament is an attack on the very basis of Indian citizenship.

The laws allow migrants from Pakistan, Bangladesh and Afghanistan to become Indian citizens provided they are either Hindi, Sikh, Parsi, Jain or Christian, by doing this they are excluding Muslims.

In the UK following Brexit we have seen a rise in hate crime in particular Islamophobia where people have become emboldened to make such remarks.

In the UK many of our members and their families are likely to have been caught up in this draconian and exclusionary legislation to divide communities.

As trade unionists we must stand in international solidarity with workers at the universities which have been attacked along with students, women, children, the vulnerable whose voices have been curtailed.

We therefore urge Congress to:

- Highlight where it can, the impact of the amendment on our members affected.
- Make contact with GMB supported MPs to discuss avenues of repealing the CAA.
- Offer support where requested, appropriate or possible to members and families caught up and impacted by this action.

EALING BRANCH

London Region

256. AMNESTY INTERNATIONAL

This Congress recognises the work of Amnesty International in defending the human rights of Trade unionists around the world. Further, Congress congratulates the Amnesty Trade Union network committee on its 40th anniversary in 2019. The network co-ordinates the work of Amnesty International UK (AIUK) in regards to its engagement with and campaigns on behalf of trade unions in the UK and around the world.

Congress notes with gratitude the support of AIUK in our current Amazon campaign on behalf of the workers at Amazon.

Congress further notes that GMB is the only large Trade Union in the UK not affiliated to the Trade Union Network of AIUK.

In recognition of this work and in order to advance it still further, congress resolves to instruct the EC to affiliate GMB nationally to Amnesty International UK and the Trade Union Network Committee. At the Unions current size the cost of affiliation is approximately £500 per Year.

Congress requests that a report on the progress of this work and GMBs involvement with AIUK be made at Congress 2022.

GMB @ PCS BRANCH

London Region

257. PALESTINE

This Congress is appalled at the deteriorating situation facing Palestinians.

The unrelenting violence; the demolition and destruction of homes; the ongoing occupation and the expanding of illegal settlements of the West bank, East Jerusalem and the siege of Gaza, undermine any prospect of a just and lasting peace and leave millions of Palestinians vulnerable and in poverty.

The GMB welcomed and supported the motion at the TUC Congress of a policy to work with international partners and “urge them to join the international campaign to stop annexation and end apartheid”.

The GMB also acknowledges the extremely important recent report by the highly respected human rights organisation B’Tselem, which concluded that in looking at the impact of Israeli

policy on the Palestinian people “It is one regime between the Jordan River to the Mediterranean Sea, and we must look at the full picture and see it for what it is: apartheid.”

The GMB is also appalled at the ongoing medical apartheid that Palestinians in the West Bank and Gaza face in the current Covid crisis, with Israel refusing to vaccinate those whose land they occupy.

The election of President Biden provides an opportunity for a reset of American policy following the outrageous approach of the Trump administration that has so damaged prospects for peace. The GMB calls on the new US administration to reverse their unilateral recognition of Jerusalem as the Israeli capital, end plans for the movement of the US Embassy to Jerusalem, immediately restore funding to the crucial UNRWA program and reinstate the position of Consul General who acts as the diplomatic mission on behalf of the US Government with the Palestinian administration.

This Congress therefore instructs the Central Executive Council to ensure that the GMB:

- Gives its full support for the Boycott, Divestment and Sanctions (BDS) campaign, called for by Palestinian society in support of full equality and justice for the Palestinian people, and the right of UK citizens, public bodies and civil society organisations to campaign on BDS.
- Supports the work of Palestine Solidarity Campaign (PSC) and others in campaigning to oppose proposed laws to prohibit bodies from supporting BDS campaigns and encourages all regions and branches to affiliates to the Palestinian Solidarity Campaign.
- Support PSC and international campaigns demanding Israel upholds it duties, especially regarding Covid-19 vaccinations, under Article 56 of the fourth Geneva convention, in that as the occupying power it ensures to the fullest extent of the means available “the adoption and application of the prophylactic and preventative measures necessary to combat the spread of contagious diseases and epidemics”.
- Support the work of Labour and Palestine in developing progressive Labour Party policy on Palestine.

- Raise awareness and support for the Palestinian cause amongst GMB activists, members and officials.

GMB UNITE BRANCH

London Region

258. PALESTINE SOLIDARITY CAMPAIGN

This Congress applauds GMB for its support of Palestine Solidarity Campaign (PSC) initiatives over the last few years including the TUC Women’s delegation and generous support of the successful Trade Union Conference held in 2019. Congress recognises that the immediate future will again be extremely challenging for Palestinians.

Congress is aware that it is existing policy to encourage branch affiliation to PSC but notes that regrettably few branches are. Congress therefore requests the CEC and Regions to take appropriate steps to encourage more branch affiliation.

NORTH WEST LONDON BRANCH

London Region

259. SOLIDARITY WITH INDIAN FARMERS IN LARGEST GLOBAL PROTEST

This Congress notes the Indian Farmers protest which began in November 2020 as being one of the biggest ever seen against States draconian farmers laws. The world has witnessed the unprecedented movement of farmers and their supporters travelling by tractors, many of the convoys being led by women, to the capital city New Delhi. Some travelling for several days before they reach New Delhi. The Farmers are calling for agriculture laws which threaten to put them in a vulnerable position against large corporations with exploitative potential. Agriculture is the farmers livelihood. It has been passed on from generation to generation.

As tens of thousands of farmers in India drove their convoys of tractors to protest against the government’s new agricultural laws, we have seen global support of solidarity from farmers in the UK too.

The strike action by the Indian farmers is the largest civil society action by the agricultural community for three decades and they have been protesting for several months.

Congress welcomes the GMB's actions of publicly signing a statement by War on Want along with other trade unions coming together in issuing a joint trade union charter of demands in support of the farmer's protest.

We call upon Congress to:

1. Send out further statements of solidarity, where appropriate, in the continued support of the Indian Farmers.
2. To continue to work with War on Want on the trade union charter of demands and update on its progress.
3. To highlight the arrest of any union and farmers organisation leaders by using the excuse of the global pandemic to suppress the protests.
4. Lobby and work with Labour MP's to highlight the plight of the Farmers and their demands and the impact on their livelihood and highlight any Human Rights abuses that they are being subjected to.
5. To offer, where possible support, signposting and information to GMB members and their families who have been affected by this.
6. To work alongside relevant community and other organisations both in the UK and abroad on this issue such as War On Want.
7. Take any other appropriate action or steps to show continued solidarity to the Farmers protest.

SECURICOR 1 BRANCH

London Region

260. SOLIDARITY WITH CUBA: FIGHTING THE US BLOCKADE

This Congress recognises that 2020 marks the 61st anniversary of the Cuban Revolution and the 81st anniversary of the Cuban trade union federation the CTC. GMB congratulates the Cuban people on the impressive achievements made in health care, education and international solidarity during this time. Cuba has some of the lowest illiteracy and child mortality rates and percentage of students in higher education in the region, plus greatly improved life expectancy rates. It also ranks among the top countries in the world for percentage of women MPs and sustainable human development.

GMB applauds Cuba's outstanding international humanitarianism with 65,000 Cuban health professional working in 89 countries; emergency medical brigades providing vital support during natural disasters, notably the Haitian earthquake and West African Ebola outbreak; and sight restored to more than four million people as part of the Operation Miracle programme. Cuba's Latin America Medical School which celebrates its 21st anniversary in 2020 has also provided medical scholarships for more than 30,000 students since opening in 1999.

GMB notes that these achievements have been made while Cuba has suffered under the inhumane US blockade for more than 56 years. While we welcome the reestablishment of diplomatic relations made under President Obama in 2014, the blockade is still very much in place. GMB expresses serious concern at the return to the aggressive "Cold War" rhetoric and tightening of the blockade made against Cuba by the Trump administration which constitutes new and real threat, not just to the Cuban people, but progressive movements in the region as a whole.

We support the UK government joining 190 other countries in condemning the US blockade at the UNGA in 2017. However, it should take concrete measures to punish British organisations or companies that comply with extraterritorial US blockade legislation over UK sovereign laws. We note the recent example of this in the Open University ban on Cuba students and congratulate the Cuba Solidarity Campaign and the British trade union movement for its work to pressure the Open University to overturn this decision.

GMB agrees to support the proposal of the Cuba Solidarity Campaign to celebrate Cuba's achievements and strengthen links between British and Cuban trade unions.

GMB Congress agrees to: -

- GMB regions to be affiliated to CSC to show solidarity and participate on a regional level with CSC, and encourage individual GMB members to affiliate directly to the campaign;
- Participate in Cuban solidarity by giving them the access to the technology they lack because of the US Blockade;
- Affiliate GMB Regions to Cuban provinces to show solidarity with the Cuban people and to allow the exchange of workers and technology;

- Call on the UK government to take robust action against UK-based companies that comply with extraterritorial blockade legislation;
- Fully support participation in CSC delegations to Cuba in future by sending GMB delegates in the brigades mainly the May Day brigade.

C02 GLOUCESTER COMMUNITY BRANCH
Wales & South West Region

C12 261. NO TRADE DEAL ON OUR NHS WITH THE USA

This Congress is taking seriously, following Brexit, that any trade deal with the USA will put our NHS under attack from US pharmaceutical companies who will be able to profit from drugs we use within the NHS.

It was Trump in a speech in 2019 that any trade deal with the UK would include the NHS with everything open and on the table. This was quickly retracted in the days following.

In the UK we pride ourselves on our NHS being free at the point of care and publicly owned. Although by stealth, this is slowly being broken down with wholly owned subsidiaries and private interests taking precious NHS contracts out of public ownership. The GMB is committed to protecting our NHS which is the envy of the world.

However, this new threat from the USA of the NHS being on the table in a trade deal, must be addressed as such.

This could lead to the USA model of insurance based private healthcare instead of National Insurance based care which is universal for all. This could lead to people paying for health care or not being able to access health care at all because they have no money.

Our NHS should not be open to privatisation in any shape or form. Our NHS cannot be placed on the table for trade deals in a post Brexit UK and we must stand strong together to protect it from such threat.

GMB calls on Congress to reinstate the NHS as a national target in order to protect the NHS in the best possible manner and further campaign to abolish the Health and Social Care Act 2012 to prevent any private interest and profiteering from OUR NHS.

SHEFFIELD HEALTH BRANCH
Yorkshire & North Derbyshire Region

C12 262. THE NHS AND FUTURE TRADE DEALS

This Congress is deeply concerned that our NHS is under threat from commercial interests.

Congress notes that it has been British Government that opened up the NHS to EU competition laws, leaving our Health Service more exposed to private intervention than any other EU country.

Our NHS is never safe during a Tory Government whoever is prime minister. To keep our NHS public, we need a government committed to doing just that.

Therefore, Congress reasserts its policy that we reject a vision of free trade that offers up public services like the NHS to rapacious multinational companies.

Congress calls on the CEC to demand that the NHS is specifically excluded from any future trade deals.

W17 WELSH AMBULANCE BRANCH
Wales & South West Region

NATIONAL EQUALITY CONFERENCE MOTION

263. DIGITAL INCLUSION AND UNIVERSAL CREDIT

Conference notes that the key component of Universal Credit was the digitalisation of the service for recipients. According to the Office for National Statistics (ONS) Scotland has the one of the highest % of non-internet users in the UK.

Regional Breakdown

- Scotland 10.7%
- North East 12.1%
- Yorkshire and the Humber 12.0%
- North West 10.8%
- West Midlands 11.1%
- London 7%
- South West 10.2%
- Northern Ireland 14.2%

Shrinking support services including assistance from job centres' coupled with Council budget cuts, assistance available in this new infrastructure is limited to setting up Universal Accounts but does provide for ongoing support. However, the irony is there is no further support to maintain their claims which is crucial to avoid sanctions.

This digitalisation process extends to applying and searching for jobs, this is a consistent barrier to the most vulnerable groups.

Conference resolves that GMB lobby parliament for 360 support to be made available to recipients of Universal Credit. That an assessment of individual Digital Literacy is included as part of this 360 support. That GMB asks that parliament carries out a full Equality Impact Assessment on the effect of the digitalisation of Universal Credit and the removal of support infrastructure.

NATIONAL EQUALITIES CONFERENCE

RULE AMENDMENTS

RA265

RULE NO:9 **CLAUSE: 4**
TITLE: **BUSINESS OF THE CONGRESS**

Print Existing Rule or Clause:

Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. Any branch may submit up to three motions under this rule. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above. Any branch may submit up to two rule amendment proposals under this rule

State Amendment:

REMOVE THE SENTENCES

“Any branch may submit up to three motions under this rule” and

“Any branch may submit up to two rule amendment proposals under this rule.”

Print how amended Rule or Clause is to read:

Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.

HOLBORN BRANCH

London Region

RA268

RULE NO: 18 **CLAUSE: 2**
TITLE: **QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS**

Print Existing Rule or Clause:

During their whole term of office, the following holders in both lists ‘a’ and ‘b’ below must pay the full amount of their union contributions in line with rules 45 and 46.

State Amendment:

Remove “and” between 45 and 46 and replace with a comma and insert “and 47” at the end

Print how amended Rule or Clause is to read:

2 During their whole term of office, the following holders in both lists ‘a’ and ‘b’ below must pay the full amount of their union contributions in line with rules 45, 46 and 47.

KING’S LYNN NO 1 BRANCH

London Region

RA271

RULE NO: 48 **CLAUSE: 1**
TITLE: **QUALIFYING FOR BENEFITS**

Print Existing Rule or Clause:

A member will be entitled to any benefits (except the disablement grant, funeral benefit and fatal accident benefit (occupational or non-occupational), paid in line with rules 52, 53, and 56) as long as they are a grade-1 or grade-2 member and a full financial member at the time they claim. The Union will not pay the disablement grant and fatal accident benefit (occupational or non-occupational) until the person has been a continuous member for 12 months and has paid contributions for 53 weeks in a row. Funeral benefit is not payable to any member with less than five years’ continuous membership. Whether they are entitled to any benefit will depend on whether they keep to the conditions set out in this rule and the appropriate rules relating to those benefits. We will not pay any benefit if the member owes more than six weeks’ contributions on the date they claim.

State Amendment:

In line 10, remove the word “five” and replace with “3”

Print how amended Rule or Clause is to read:

A member will be entitled to any benefits (except the disablement grant, funeral benefit and fatal accident benefit (occupational or non-occupational), paid in line with rules 52, 53, and 56) as long as they are a grade-1 or grade-2 member and a full financial member at the time they claim. The Union will not pay the disablement grant and fatal accident benefit (occupational or non-occupational) until the person has been a continuous member for 12 months and has paid contributions for 53 weeks in a row. Funeral benefit is not payable to any member with less than 3 years' continuous membership. Whether they are entitled to any benefit will depend on whether they keep to the conditions set out in this rule and the appropriate rules relating to those benefits. We will not pay any benefit if the member owes more than six weeks' contributions on the date they claim.

EAST DEREHAM BRANCH

London Region

RA272

RULE NO: 53 CLAUSE: 1
TITLE: FUNERAL BENEFIT

Print Existing Rule or Clause:

If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £375. (This person will need to show that they are responsible for paying funeral expenses.)

State Amendment:

On Line 1 delete "5" replace with "3"

On Line 3 delete "£375" and replace with "£500"

This is because of the increasing costs of funerals

Print how amended Rule or Clause is to read:

If a full financial member, who has been a continuous member for 3 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £500. (This person will need to show that they are responsible for paying funeral expenses.)

EAST DEREHAM BRANCH

London Region

RA273

RULE NO: A3 CLAUSE: 2
TITLE: SECTION NATIONAL
CONFERENCES

Print Existing Rule or Clause:

Section national conferences will be held every year at a time and location approved by the Central Executive Council. There will be one regional delegate for every 1,500 financial members of the section in each region. Regions shall take steps to ensure the regional delegation properly reflects the balance of the regional section membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Delegates will hold office for one year.

State Amendment:

In Lines 1 and 2 Delete "at a time and location approved by the Central Executive Council" and replace with "during a break in GMB Congress"

Line 4 and 5, Delete "Regions shall take steps" and replace with "Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required"

Print how amended Rule or Clause is to read:

Section national conferences will be held every year during a break in GMB Congress. There will be one regional delegate for every 1,500 financial members of the section in each region. Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required to ensure the regional delegation properly reflects the balance of the regional section membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Delegates will hold office for one year.

BARKING BRANCH

London Region

COMPOSITE MOTIONS

Composite Draft	Number and name	REGIONS
A	1. GMB Democracy and Engagement with Members	LO, LO
B	2. Branch Engagement and GMB Democracy	SO, SO
C	3. Equality, Justice and Respect for Everyone – A Black Focus	BI, LO
D	4. Disability Confident Employer	SC, LO
E	5. Stress and Workplace Mental Health	LO, NW
F	6. Parental Bereavement Leave	LO, SO
G	7. Labour Party Campaigning post the 2019 General Election	NO, NO
H	8. NHS Wholly Owned Subsidiaries	NO, SO
I	9. Mental Health and Dealing with Suicide	MI, SO
J	10. Total Access Available for Disabled People Travelling on Public Transport and at UK Train Stations	NW, BI
K	11. Save our Buses and Bus Routes	NO, LO
L	12. The NHS; Future Trade Deals and the USA	YO, WSW
M	13. Tory Anti Trade Union Laws	SC, MI
O	14. Gypsy and Traveller Discrimination and Exclusion, and the Police, Crime and Sentencing Bill	WSW, BI

Composite 1

Covering Motions;

Motion 6 GMB Democracy

London Region

Motion 7 Engagement With Members

London Region

GMB DEMOCRACY AND ENGAGEMENT WITH MEMBERS

This Congress is concerned that the GMB General Secretary & Treasurer election of 2019 saw a turnout of only 8.5%. For our General Secretary to be elected with less than 10% of members' voting is totally unacceptable and we would want to see this vastly improve.

Congress believes we need a strategy to bolster the democratic participation that will strengthen this union. This would begin with a plan on how to help improve local branch participation across the regions. Secondly, a co-ordinated strategy across the regions to lift the profile of the General Secretary and the Central Executive Council elections citing how our democracy works and fostering an atmosphere of collective ownership.

Congress therefore instructs the Central Executive Council to set up a committee to devise a strategy that:

- Looks at modern technology and social media for both the publicising of the elections and what each candidate stands for and wishes to help implement in their prospective post.
- Devises a plan to help mobilise the members to vote with special consideration of how to encourage and support the branches.
- Builds a timetable to the next election that can be publicised to branches early and includes more events leading to the elections.

Congress instructs the CEC to ensure that any future Elections engage the whole of our membership and we would want to see a full report analysis after each Election so we can constantly review our procedures.

MOVING REGION LONDON SECONDING REGION LONDON

Composite 2

Covering Motions;

Motion 18 Branch Engagement

Southern Region

Motion 19 GMB Democracy

Southern Region

BRANCH ENGAGEMENT AND GMB DEMOCRACY

Congress recognises that the hub of GMB democracy is in the branches. Unfortunately branch engagement in democracy is declining.

Despite growing national membership, active engagement at branch level is very low. Given the challenges facing members, this low engagement is a cause for concern and we need to understand why this is, and to do something about it.

At Branch level we as Branch Officials have tried to encourage members to attend branch meetings and to become active in our Branch. Less than 50% of branches truly engage in democracy, equality, politics and daily branch life. Branch plans are not generally taken seriously by branches and used as a tick box exercise to simply ensure that branch income continues.

We have looked at different, more accessible venues and holding meetings at different times and days. The problem that we are not alone in facing is members' working times and shift patterns and members working more than one job, trying to fit in branch meetings around these issues can be tricky.

We call on the GMB to undertake a national listening exercise to understand why our members are not actively engaging in local branch activities of the union.

Taking several factors into consideration, it is quite notable that whilst our membership numbers are on the increase through recruitment and other avenues, branch engagement is on the decline or in often times stagnant in branches nationally.

We would like to hugely promote and strengthen our branch with having active members getting involved in various branches. Given the current low participation at branch level, it is quite concerning if we are to represent the need of

our members, more efforts should be ascribed on promoting the benefits to be active in branch level.

Bearing in mind the challenges we are going to face nationally in the coming years with workers' rights, job stability and various barriers faced by the working class, it will be good practice to promote and provide set ways to increase member lead relationships in our various branches.

We know we are not just speaking for our branch alone but other numerous branches. There is a greater good to be had when members become active in their various local branches. There have been cases where members have had to travel 70 miles round trip to attend meetings, not knowing who their branch secretaries are – this is not encouraging.

We call on the GMB as part of a listening campaign to facilitate and implement survey exercises to promote a new surge for branch engagement and Congress commits to extending the principles of One Union to Branch life to ensure the future of our Union.

MOVING REGION SOUTHERN SECONDING REGION SOUTHERN

Composite 3

Covering Motions;

Motion 44 Equality, Justice and Respect for Everyone – A Black Focus

Birmingham and West Midlands Region

Motion 45 Equality, Justice and Respect for Everyone – A Black Focus

London Region

EQUALITY, JUSTICE AND RESPECT FOR EVERYONE – A BLACK FOCUS

This Congress has not yet recovered from the shock of the findings of the Monaghan Report. We welcome the the robust nature of the recent QC report on sex discrimination in the union. We believe that we must now unite to move forward making this union relevant to all sections of the membership with proportionality at its heart.

In 2003 the Elizabeth Henry report was produced. Authors included none other than Dawn Butler MP, who was employed by the GMB at the time. There are striking similarities in what was written

almost 20 years ago to the most recent report produced by Karon Monaghan QC.

For black GMB members and activists the last few years have been very difficult. The hostile environment, the Black Lives Matters movement, the “taking of the knee” by footballers here in the UK, is an every day reminder that there are serious inequalities and structural racism across society. It is a painful message but the GMB is not free from these criticisms. We have been honest enough to express a genuine desire to tackle Sexual Harassment within our trade union. The same gusto must now be adopted when it comes to race equality.

Congress agrees that the time is now for us to embrace addressing the issues around race equality. In order that we begin to do this the GMB is instructed to endorse the following recommendations:

1. A special Race Taskforce shall be set up to progress this race equality initiative.
2. A two-thirds majority of task force members will be black and every region will be invited to send a black representative.
3. The task force will revisit the Elizabeth Henry report and as part of this new initiative a Call for Evidence will be organised that will engage with GMB black members, in confidence, allowing the black grassroots to play a key role in this race equality strategy.
4. Before Congress 2022 commences, recommendations from the work of the task force will be shared with the CEC and regions.
5. A presentation by the task force will be made to the CEC

MOVING REGION BIRMINGHAM & WEST MIDLANDS SECONDING REGION LONDON

Composite 4

Covering Motions;

Motion 50 Disability Confident

London Region

Motion 52 Disability Confident Employer GMB Scotland

DISABILITY CONFIDENT EMPLOYER

This Congress recognises that disability is a Trade Union issue.

GMB Congress 2019's Special Report on Disability and Supported Employment stated that "GMB members report that, whilst large employers in the private and public sectors talk a good game on inclusion, disabled workers are often the first to be targeted for redundancy or capability proceedings".

In November 2016 DWP launched "Disability Confident" to encourage employers to think differently about disability and take action to improve how they could recruit, retain and develop disabled people. This runs alongside Access to Work, the work of the Shaw Trust charity and Remploy.

This Congress may be aware that in November 2016 the 2 tick employer scheme protecting the rights of disabled workers became known as The Disability Confident Scheme.

There are 3 levels to the scheme:-

- Disability Confident Committed employer (level 1)
- Disability Confident Employer (level 2)
- Disability Confident Leader (level 3)

This Congress is concerned that while there is a time limit of 3 years on levels 2 or 3, there is none on level 1. Employers can effectively be demonstrating lip service; after all it looks good that an employer is part of such a scheme but are they making an effort to live the values of such a scheme? This Congress should consider there being a time limit on moving from level 1 to level 2.

This Congress recognises we are in an uncertain period of time where welfare cuts are happening and with us exiting the EU which may in turn result in a loss of human rights to equality and discrimination and such like.

Congress to pose the question of when is a "guaranteed interview" not guaranteed. Fair enough candidates need to meet the minimum criteria for the job role but if there are too many applications the organisation does not need to meet the commitment of guaranteed interviews.

It is also the case that an employer is not legally required to meet the commitments of the disability confident scheme, this is wrong and again points to lip service. This Congress believes an employer should be part of the scheme and follow it fully or not be part of the scheme.

Congress calls upon the GMB to lobby the Government to extend and improve the "Disability Confident" scheme and join the dots with the other support services for disabled persons and for GMB to help publicise said services to our members.

In summary this Congress wants to lobby for a time limit on level 1 of this scheme and for employers who are part of the scheme to fully comply with the commitments and responsibilities of this scheme.

To further support this, this Congress agrees that it will be GMB policy for officers and representatives to be trained appropriately to aid this process.

MOVING REGION GMB SCOTLAND SECONDING REGION LONDON

Composite 5

Covering Motions;

Motion 66 Workplace and Mental Health North West & Irish Region

Motion 67 Stress and Mental Health in the Workplace

London Region

STRESS AND WORKPLACE MENTAL HEALTH

This Congress will recognise that stress in workplaces can be a major factor in inducing mental health issues which are now one of the major causes of sickness absence from work. This is especially so since the Covid-19 pandemic.

The Health and Safety Executive states that for 2018/2019, 12.8 million working days were lost due to work related stress, depression and anxiety and that 0.5 million employees were suffering from work related stress, anxiety and depression. This comes at a cost of billions of pounds to the economy.

In October 2020 the GMB surveyed members about these issues and found that 66% felt that their work during the pandemic has caused a serious negative impact on their mental health. (Reported in the Labour Research Department's Workplace Report no.196 of January 2021).

This large economic burden is across all public sector and private organisations. This is especially so for our NHS, which not only has to

contend with its own staff off sick but also the cost and work involved in treating everyone who has these conditions. It can ill afford this especially now!

Employers often have grand sounding policies stating that they will follow the HSE Management Standards for Stress and similar, but they are currently able to avoid their duty of care towards employees by presuming that most will be unable or unwilling to take them to tribunal.

Congress, we recognise that our GMB Union Reps work very hard to affect an improvement for our members, but they need more support from parliament to ensure employers deal effectively with mental health at work issues and reduce these horrendous statistics.

Congress calls upon the CEC to lobby the Government to strengthen Health & Safety legislation to help minimise workplace pressures, thus reducing mental health incidents.

We call on congress to press hard for the GMB's proposed 'Mental Health at Work Act' which would bring much greater action from the HSE to improve this situation and specify the approach and methods expected of all employers in managing mental health in the workplace. We need to support everyone who struggles with poor mental health or experiences workplace related mental health issues.

MOVING REGION LONDON SECONDING REGION NORTH WEST & IRISH

Composite 6

Covering Motions;

**Motion 97 Parental Bereavement Leave
London Region**

**Motion 98 Parental Bereavement Leave
Southern Region**

PARENTAL BEREAVEMENT LEAVE

This Congress welcomes the new Parental Bereavement (Leave and Pay) Regulations known as "Jack's Law" which comes into force on 6 April 2020. This gives a statutory right to a minimum of two weeks' leave for all employed parents if they lose a child under the age of 18, or have a stillbirth from the 24th week of pregnancy. This is a giant step forward for parents in the aftermath of a child dying.

However, we would call for our political groups to push the Government to amend this legislation so that it covers miscarriages which can occur before 24 weeks.

We urge our reps to ensure their companies are aware of this new legislation and ensure that the two weeks is paid leave where a worker has been employed for less than 26 weeks. We also want companies to consider that partners should be able to take compassionate leave to support women and this should be paid as well.

We also ask this Congress to support this motion where pregnant members of staff can take the 11th to the 13th week of a pregnancy off without affecting their annual leave. This is due to the increased risk of miscarriage during the transition between the first and second trimester.

We ask the GMB to lobby parliament to look at adding this to their current maternity entitlements.

This Congress calls on the government to simplify the notice provisions regarding parental bereavement leave and pay arising out of The Parental Bereavement (Leave and Pay) Act 2018. The complex notice and counter-notice requirements at a time when bereaved parents are dealing with unspeakable tragedy are, quite simply, shameful.

MOVING REGION LONDON SECONDING REGION SOUTHERN

Composite 7

Covering Motions;

Motion 155 Labour Party Post the General Election 2019

Northern Region

**Motion 157 Labour Campaigning
Northern Region**

LABOUR PARTY CAMPAIGNING POST THE 2019 GENERAL ELECTION

This Congress notes the absolutely dire result for the Labour Party in the General Election of 2019. This Congress notes that the Labour Party in its campaigning appears over recent years to have moved away from organised techniques around identifying potential voter preferences. Congress understands that messaging and policy is

important for winning over the public to lending Labour their votes at elections.

In receiving the Party’s biggest setback since 1935, Congress notes that in many parts of the country Labour could have lost another 50 seats and notes with astonishment, at the move away from professional and tried and trusted voter id models, to a more evangelical approach on the doorsteps.

Congress believes that persuading voters on the doorstep and being indignant if voters do not respond positively to persuasion, is a sign of a Party that misunderstands what is required to put policies into power and to win elections.

Congress believes that never again can the Labour Party allow naval gazing and poor campaign command at the centre to be a blight on the hard work and good campaigning on the ground.

Congress therefore calls for Labour to reinstate essential and intensive campaign tools such as voter identification, basic and practical get out the vote techniques, all signs of good political organisation as opposed to reliance on telling voters what is good for them.

**MOVING REGION NORTHERN
SECONDNG REGION NORTHERN**

Composite 8

Covering Motions:

**Motion 191 NHS Wholly Owned Subsidiaries
Northern Region**

**Motion 192 NHS Wholly Owned Subsidiaries
Southern Region**

NHS WHOLLY OWNED SUBSIDIARIES

This Congress deplores the way that the NHS is being privatised via Trusts using Wholly Owned Subsidiaries to engage in “off balance sheet activities” in order to blatantly avoid any tax liabilities with the HMRC.

Now that we have left the EU, Congress believes that it is imperative to ensure that the NHS is safeguarded against further privatisation going forward. The NHS is the jewel in the UK’s public services crown and Government should ensure that focus is on patient care and the employees who give a great service to the public.

NHS Managers who seek to further their own careers on the backs of exploiting the public purse should be exposed for what they are.

Congress opposes NHS Trusts setting up Wholly Owned Subsidiaries which will be used as a vehicle to privatise non-clinical services.

Congress further resolves to expose the use of VAT refunds to establish these privatisation vehicles that will only serve to externalise large swathes of NHS services and property at a cost to the taxpayer.

Congress calls on the CEC to mount a campaign of resistance to NHS wholly owned subsidiaries including through our industrial and political channels and for a report back to the 2022 Congress on progress in our campaign to prevent the use of this tactic to further the process of NHS privatisation.

**MOVING REGION NORTHERN
SECONDING REGION SOUTHERN**

Composite 9

Covering Motions;

**Motion 205 Mental Health
Southern Region**

**Motion 206 Dealing with Suicide
Midland and East Coast Region**

MENTAL HEALTH AND DEALING WITH SUICIDE

This Congress notes that suicide rates are going up. Rates are highest in men and particularly those aged 51 to 60 years of age. Suicide is more prevalent than most people realise, with 6507 suicides registered by Coroners in 2018; a rise of 11.5% on the previous year. Sadly, this figure is likely to be much higher, as many cases are not recorded as such, due to inclusive evidence, and can be often received as ‘undermined’.

It goes without saying that the impacts of suicide are deeply felt, not only by loved ones, but also by colleagues in the workplace and the wider community. Those who have been bereaved or affected by suicide are at an increased likelihood of suffering from mental health themselves.

Poor mental health, depression, worries about money, unemployment and isolation are all key risk factors for suicide. Prevention must be the key strategy.

This Congress calls for the GMB to provide specific training for awareness and the effects of suicide.

Therefore we call on the GMB to: develop and deliver an appropriate training course to increase awareness of suicide and equip our workplace representatives in their role of supporting their members. [This is] to help shop stewards and members to identify the signs of increased risk of suicide and poor mental health, and to ensure members know where to go for help and are helped.

GMB workplace representatives need to be equipped with the right information to signpost people to appropriate support and have the confidence and skills to deal with such sensitive conversations.

We also call on the GMB to work with other groups in the community to raise awareness and build preventative measures designed to reduce the risk of suicide and poor mental health.

MOVING REGION MIDLAND AND EAST COAST SECONDING REGION SOUTHERN

Composite 10

Covering Motions;

Motion 239 Total Disability Rights to Travel on UK Train Stations

Birmingham and West Midlands Region

Motion 240 Access Available for Disabled People Travelling on Public Transport

TOTAL ACCESS AVAILABLE FOR DISABLED PEOPLE TRAVELLING ON PUBLIC TRANSPORT AND AT UK TRAIN STATIONS

This Congress would like to raise awareness about how difficult it is when using public transport as a disabled person.

When a disabled person needs to travel across the country by rail, they must book well in advance to ensure a service is available for them to board the train.

Disabled people are treated like second class citizens, disabled people should have the same facilities it they need to travel urgently, just like able bodied people and be able to arrive at the station and have access available to travel when needed.

Disabled people have every right for free movement and if a disabled person needs to travel urgently by rail then this service should be available.

We are asking the CEC to raise this issue with MP's, GMB councillors and the relevant rail regulatory bodies. We need a rail system that is accessible for all, not just on planned journeys but also when the unexpected happens.

More staff should be trained in helping disabled people to board trains if a planned journey is diverted or cancelled, nobody should be left stranded without someone able to assist.

This Congress calls on the government to place pressure on all UK train stations who are denying disabled people the right to have access to travel in total contravention of the disability discrimination legislation.

MOVING REGION NORTH WEST & IRISH SECONDING REGION BIRMINGHAM & WEST MIDLANDS

Composite 11

Covering Motions;

Motion 241 Save Our Bus Routes

London Region

Motion 242 Buses

Northern Region

SAVE OUR BUSES AND BUS ROUTES

This Congress notes that

- the bus service is an essential part of the commuting and recreational transport system of the United Kingdom.
- there is a move in Government and Opposition to improve the service quality of the UK's buses network.
- the level of investment and the way that the buses network and market has been structured for decades, has led to a post code lottery in terms of bus coverage.

Where rail systems are limited in the extent the bus service can fill the gap, keeping cars off the road and reducing pollution. A "decent bus" service connects people who might otherwise become isolated and promotes mental wellbeing. The words used are "decent bus services".

GMB members working within the industry have been saying for years that more investment in people and capital is desperately required, as well as a change in the culture of rewarding fat cats and corporate failure. Councils often rely on subsidies to provide these services but there is not enough money.

In recent years, outside of Greater London, the operating costs for running bus services has increased, the number of people making journeys has declined, the number of cars on our roads has increased and bus routes have closed. All this at a time of climate change.

Congress believes that if the country's buses network is to be levelled up a change in culture and a massive uplift in resources is needed to make the industry fit for the current age.

This Congress calls upon the Government and Opposition to

- urgently address the growing funding gaps facing local services in the provision of bus services.
- commit to sustained resourcing of the buses network across the country to help those in most need to get to work and meet the challenges of this decade and beyond.

MOVING REGION NORTHERN SECONDING REGION LONDON

Composite 12

Covering Motions;

Motion 261 No Trade Deal on Our NHS with the USA

Yorkshire & North Derbyshire

Motion 262 The NHS and Future Trade Deals Wales and South West Region

THE NHS; FUTURE TRADE DEALS AND THE USA

This Congress is deeply concerned that our NHS is under threat from commercial interests.

Congress notes that it has been British Government that opened up the NHS to EU competition laws, leaving our Health Service more exposed to private intervention than any other EU country.

This Congress is taking seriously, following Brexit, that any trade deal with the USA will put our NHS under attack from US pharmaceutical

companies who will be able to profit from drugs we use within the NHS.

It was Trump in a speech in 2019 that any trade deal with the UK would include the NHS with everything open and on the table. This was quickly retracted in the days following.

In the UK we pride ourselves on our NHS being free at the point of care and publicly owned. Although by stealth, this is slowly being broken down with wholly owned subsidiaries and private interests taking precious NHS contracts out of public ownership.

Our NHS is never safe during a Tory Government whoever is prime minister. To keep our NHS public, we need a government committed to doing just that.

The GMB is committed to protecting our NHS which is the envy of the world.

However, this new threat from the USA of the NHS being on the table in a trade deal, must be addressed as such.

This could lead to the USA model of insurance based private healthcare instead of National Insurance based care which is universal for all. This could lead to people paying for health care or not being able to access health care at all because they have no money.

Our NHS should not be open to privatisation in any shape or form. Our NHS cannot be placed on the table for trade deals in a post Brexit UK and we must stand strong together to protect it from such threat.

Therefore, Congress reasserts its policy that we reject a vision of free trade that offers up public services like the NHS to rapacious multinational companies.

Congress calls on the CEC to demand that the NHS is specifically excluded from any future trade deals.

GMB calls on Congress to reinstate the NHS as a national target in order to protect the NHS in the best possible manner and further campaign to abolish the Health and Social Care Act 2012 to prevent any private interest and profiteering from OUR NHS.

MOVING REGION YORKSHIRE & NORTH DERBYSHIRE SECONDING REGION WALES & SOUTH WEST

Composite 13

Covering Motions;

Motion 167 Tory Anti-Trade-Union Laws

GMB Scotland

Motion 77

Anti Trade Union Laws

Midland and East Coast Region

TORY ANTI TRADE UNION LAWS

This Congress notes:

- The Tories' 2019 election manifesto included further attacks on the right to strike, i.e. the requirement for 'Minimum Service Agreements' in any railway strike, in the absence of which the strike would be deemed illegal.
- In the run-up to the 2019 election a planned CWU strike for which the union had an overwhelming mandate from its members was ruled unlawful, were it to go ahead, on the basis of an interpretation of anti-union laws dating from the 1980s by the courts.
- Reports that, following Brexit, the Tories are planning major attacks on workers' rights in the workplace, including the Working Time Directive.
- The widespread use of 'fire and rehire' by employers during the Covid-19 pandemic, and the more general attack on workers' terms and conditions in the course of the pandemic.

Congress believes:

Free trade unions, unshackled by restrictions imposed by the state, and not subject to restrictions on the right to strike, are essential if the labour movement is to be an effective campaigning force

Congress therefore:

- Welcomes and supports Labour Party policy in favour of scrapping all Tory anti-trade-union laws.
- Agrees to campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws.

Agrees that such campaigning should involve, but not be limited to:

- Production of GMB campaigning material explaining the case for opposing new anti-union laws and for scrapping existing anti-union laws.
- Production of GMB campaigning material specifically for use by GMB delegates to Constituency Labour Parties, for use in their CLPs.
- Coverage of the campaign in regular GMB publications.
- Lobbying of MPs to demand that they oppose the introduction of new anti-union laws.
- Lobbying of MPs to demand that they support strikes in their constituencies by turning up to picket lines, in recognition of the democratic right to strike.
- Approaching other unions which have the same or similar policies in order to pursue joint campaigning.

Agrees also to campaign for a comprehensive charter of workers' rights to be put on the statute book, including the right to strike without legal impediment, and covering both individual and collective rights.

This Congress calls on the GMB to support any Trade Union affected by the Anti Trade Union Laws.

MOVING REGION GMB SCOTLAND

SECONDING REGION MIDLAND & EAST COAST

Composite 14

Covering Motions;

Motion 174 Gypsy and Traveller Discrimination & Exclusion

Birmingham and West Midlands Region

Emergency Motion 1 Gypsy, Roma, and Traveller Community a direct attack with the Police, Crime and Sentencing Bill

Wales and South West Region

GYPSY AND TRAVELLER DISCRIMINATION AND EXCLUSION, AND THE POLICE, CRIME AND SENTENCING BILL

This Congress welcomes the fact that there have been gypsy and traveller families and communities in this country for hundreds of years.

GMB are appalled to see the government legislating what can only be described as pogroms against the most vulnerable and poorest families from the Gypsy and Traveller community.

We urge the government to consider providing more places to settle.

We are disturbed to see the group with some of the worst outcomes in our society in every respect criminalised, and have their assets stripped and prison sentences and fines imposed upon them.

We also note that gypsies and travellers are being 'hounded out' of parts of England as a growing number of local authorities impose sweeping injunctions and bans to prevent them from settling on land, in what has been described as a form of social cleansing.

These injunctions criminalise the normal activities of daily living for gypsy travellers, make accessing healthcare, work and education increasingly difficult and increase tensions between traveller and settled communities. The government's and local authorities response has been to talk up the enforcement side of the equation without doing very much to address the supply side.

Local authorities are increasingly using these injunctions to mask their own failure to provide more official designated sites, instead of looking for positive solutions.

What Gypsies and Travellers need is an investment in their youth etc and help.

What they do not need is more of them ending up in a justice system that doesn't value their lives and gives upon them, and further criminalises them or persecutes them for their way of life. Why isn't the government ensuring local authorities are providing enough places to stay and doing negotiated stopping schemes where bins etc are provided.

This congress resolves:

- To stand in solidarity with the Gypsy, Roma and Traveller communities facing persecution and criminalisation from the UK Government.
- For the General Secretary and the Central Executive Council to work with at a national level with our sister Trade Unions, via the TUC to oppose any introduction of legislation, that will further the divide in society, and marginalise them even further.
- To oppose any introduction of such a bill that brings in draconian laws, and that effect any minority community.
- To work with the Labour Party, MPs and Councillors on opposing the introduction of this bill, and if made an Act of Parliament to seek the repeal of the legislation under a Labour Government.
- Calls on all Labour MP's and Councillors to oppose the use of these injunctions by local authorities that exclude traveller communities from whole regions or areas.
- Demand that Labour MP's and Councillors oppose any hostile policies that lead to exclusion of nomadic groups and openly campaign to address the site supply issue and encourage inclusion.
- The PEI Committee to work with the Labour Party on a local, region and national level to listen to the concerns of the GRT Community and a commitment to end Anti-GRT racism from the party and within society.
- To commit to ending Anti-GRT racism and discrimination in workplaces and within GMB structures.

**MOVING REGION WALES & SOUTH WEST
SECONDING REGION BIRMINGHAM & WEST
MIDLANDS**

EMERGENCY MOTIONS

C14 Emergency Motion 1:
Gypsy, Roma and Traveller Community a direct attack with the Police, Crime and sentencing bill.

GMB are appalled to see the government legislating what can only be described as pogroms against the most vulnerable and poorest families from the Gypsy and Traveller community. We urge the government to consider providing more places to settle.

We are disturbed to see the group with some of the worst outcomes in our society in every respect criminalised, and have their assets stripped and prison sentences and fines imposed upon them. What Gypsies and Travellers need is an investment in their youth etc and help.

What they do not need is more of them ending up in a justice system that doesn't value their lives and gives upon them, and further criminalises them or persecutes them for their way of life. Why isn't the government ensuring local authorities are providing enough places to stay and doing negotiated stopping schemes where bins etc are provided.

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- To work with the Labour Party, MPs and Councillors on opposing the introduction of this bill, and if made an Act of Parliament to seek the repeal of the legislation under a Labour Government.
- The PEI Committee to work with the Labour Party on a local, region and national level to listen to the concerns of the GRT Community and a commitment to end Anti-GRT racism from the party and within society.
- To commit to ending Anti-GRT racism and discrimination in workplaces and within GMB structures.

C02 GLOUCESTERSHIRE COMMUNITY SW

Wales & South West Region

CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

54. DISABILITY AND DIGNITY, North West & Irish Region

While this motion rightly raises a critically important issue, the policies it puts forward have already been adopted by Congress. The 2019 CEC Special Report on Disability and Supported Employment, which was carried by Congress, stated that: 'The social security system should be based on inclusion, support and need, not coercion. The Workplace Capability Assessment and other

eligibility tests are not fit for purpose. The next Labour Government must scrap the test instead support a humane system based on a flexible assessment of people's needs, and never again succumb to the siren calls from the right wing press that insist that the route to electoral success lies in the demonisation of disabled workers, and disabled people who are unable to work.' We have worked to advance this cause, including through helping to secure pledges on this issue in the 2019 Labour Party Manifesto (and its accompanying Disability Manifesto). We will continue to campaign for a more flexible and human system.

61. WOMEN'S POVERTY, Wales & South West Region

GMB has a long history of campaigning to raise women's pay. GMB and its predecessor unions help bring the first successful claims for both equal pay for equal work and equal pay for work of equal value. We secured advances through significant national agreements, such as single status in local government and the Agenda for Change agreement in the NHS, and we campaigned for many years for full implementation of those agreements. Congress 2009 carried a Special Report on Equal Pay, and Congress 2019 resolved to learn the lessons from the Glasgow equal pay strike and apply them across the GMB (2019:C13). We are currently pursuing equal pay claims in the retail sector.

63. AGEISM IN THE LIVING WAGE, Midland & East Coast Region

This is long-standing GMB policy and practice. The 2005 CEC Special Report 'Quality Jobs, Quality Lives' called for 'the abolition of the three-tier National Minimum Wage which entrenches age discrimination

and disadvantage by the removing youth rates, and replaced by a standard rate for all workers

- irrespective of age or employment status.'

This position was affirmed by Congress 2016 when it called for a real living wage of at least £10 an hour regardless of age (2016:C10), and a modernised version of this position (including age equality) will be put forward in the 2020 CEC Statement on Bargaining. We actively campaign on this issue through the GMB Young Workers' Wages Not Based on Ages campaign and our submissions to the Low Pay Commission.

65. LEGAL REQUIREMENT FOR A.E.D. IN THE WORKPLACE, Midland & East Coast Region

This is existing policy as per motions 118/2018 and 149/2019. We continue to raise this matter with HSE, and our Health, Safety and Environment Officer Lynsey Mann sits on a group looking at the First Aid at Work Regulations, but no planned changes are imminent at time of writing.

88. EXPLOITATION OF WORKERS BY UMBRELLA COMPANIES, Yorkshire & North Derbyshire Region

The Motion is in line with policy by way of Motion 157 Umbrella Companies carried at Congress 2015, Motion 136 Umbrella Companies and Bogus Self-Employment carried by Congress 2016, and the Special Report Insecure Work carried by Congress 2017. This called for a change in the law banning zero hours contracts, banning umbrella companies, and introducing employment rights from day one.

103. WORKERS' RIGHTS, Yorkshire & North Derbyshire Region

The Motion is very much in line with the CEC Special Report Brexit and Beyond Protecting GMB Members Futures supported by Congress 2017. This called for a commitment by the UK Government to ensuring that UK legislation on workers' rights should never fall behind those of EU member states and called for a commitment to match progress made to protect workers (5.4). The Motion is existing policy. The CEC will note the GMB response in January 2021 to proposals by the Government that key workers' rights under working time were under review, and that as a result of that response the proposals were withdrawn. The position needs to be kept tightly under review.

162. LABOUR COUNCILLORS AND MP'S, Birmingham & West Midlands Region

The 2018 CEC Statement on Political Strategy and Labour Party Reform committed us to campaigning for 'a requirement for at least one year's trade union membership for all candidates standing for public office, and to insist that all Labour Politicians, at whatever level of Government, remain members of an appropriate Trade Union.'

175. END POVERTY IN THE WORLD'S FIFTH RICHEST ECONOMY, Wales & South West Region

The provision of universal free school meals is longstanding existing policy, as outlined in the CEC Special Report on Schools and Colleges 2018, which in itself built on many past Congress resolutions (see, for example, 2011:218). The motion does not specify what additional barriers should be addressed, and in the absence of more specific demands, we think it likely that those measures would be covered by existing policy, such as the proposals for addressing child poverty rates contained in the 2009 CEC Special Report Stop In-Work Poverty which was written by the Child Poverty Action Group, and in motions recently passed by Congress on particular high cost items, such as on the need for affordable uniform policies (2019:374) and the free provision of sanitary products (2019:372).

178. LABOUR PARTY, Birmingham & West Midlands Region

The CEC believes that this motion falls in line with existing policy Motion 331 Congress 2019 'Truth and Justice for the Victims and Families of the Birmingham Pub Bombings'

185. CHALLENGING ALL DISCRIMINATION AND HATE SPEECH, Wales & South West Region

GMB has longstanding policy that commits the union to campaigning against the far right (2009:166,167). Congress 2018 called for training to combat extremism to be developed (2018:284) and the union subsequently contracted Hope Not Hate to deliver training. Congress 2018 also called upon GMB to ensure a much stronger vocal and prominent visibility against the far right; be more proactive when media reports may be regarded as biased on race issues; and ensure that our solidarity is visible each and every time. (2018:285) GMB opposes hate speech and discrimination wherever we find it, including racism, discrimination against LGBT+ workers, and disability discrimination. The politics of hate divides us all. GMB Congress 2019 called for an 'all stands' publicity and empowerment campaign. Including through working with other organisations. (2019:309) GMB puts these policies into practice through our close, ongoing work with organisations and campaigns including Hope Not Hate, Show Racism the Red Card, and Rainbow Laces.

196. NHS, Midland & East Coast Region

GMB has longstanding policy that stands in opposition to the outsourcing and privatisation of public services. Specifically, Congress 2018 endorsed the statement that: 'GMB believes that services formerly provided through the public sector should be taken back into public ownership' (CEC Statement on Outsourcing and Public Ownership, 2018). The updated CEC NHS Statement 2017 also outlined the impact continual privatisation and underfunding is having on staff pay and morale. GMB continues to actively campaign and work with the TUC on this issue, including through releasing new research during the 2019 election campaign which showed that NHS contracts worth at least £15 billion had been awarded to outsourcing companies since 2015.

199. AVAILABILITY OF NHS DENTISTS AND TREATMENT

London Region

It is already GMB policy that the decline in NHS dentists must be addressed and that free provision from NHS dentists should be available to all. (2006:C33, 2008:183)

201. ABOLITION OF PRESCRIPTION CHARGES FOR YOUNG WORKERS IN ENGLAND,

London Region

It is already GMB policy that prescription charges should be abolished. GMB Congress 2008 called for prescription charges to be abolished 'for people with disabilities and debilitating illnesses' (2008:164), and Congress 2009 subsequently called 'upon the Government to abolish prescription charges in England and Northern Ireland, and to force drug companies to charge fair prices' (2009:196). On this basis, similar motions that called for the scrapping of prescription charges were adjudged to be existing policy at Congress 2019 (2019:151,152). Removing charges for particular age groups would therefore be covered within the more expansive existing policy, but it can be recorded in the National Policy Guide that this should be priority area of work should it be accepted that this motion is existing policy.

203. PROSTATE CANCER,

Midland & East Coast Region

Congress 2017 called 'for national screening programmes for prostate cancer to be implemented across the UK,' including for trans women, which built on similar motions passed by Congress in previous years, including Motion 309 carried by Congress 2015, which called for a national screening programme for all men over 50 years of age.

211. MITIGATING THE IMPACT OF CHILD POVERTY IN EDUCATION,

Wales & South West Region

The provision of universal free school meals is longstanding existing policy, as outlined in the CEC Special Report on Schools and Colleges 2018, which in itself built on many past Congress resolutions (see, for example, 2011:218). The motion does not specify what additional barriers should be addressed, and in the absence of more specific demands, we think it likely that those measures would be covered by existing

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250. HOMELESS BECAUSE OF UNIVERSAL CREDIT,

GMB Scotland

CEC Special Report to Congress 2017 includes the measures proposed here for building more houses and tackling homelessness. GMB Congress resolved to support the Labour Campaign to End Homelessness (Motion 177, 2016); Composite 26 in 2018 also called for the overhaul of Universal Credit.

GMB already actively engaged with politicians and the Labour Party on these issues and has previously supported events with the Labour Homelessness Campaign. We work with Child Poverty Action Group to provide training for officers and activists on Universal Credit, to assist members until such time a Labour government can abolish it.

251. HOMELESSNESS AND THE WORKING POOR,

Wales & South West Region

GMB has existing policy on the implications of universal credit and the need to reform it to prevent homelessness (C26, 2018).

253. ENDING THE NEED FOR FOOD BANKS,

Midland & East Coast Region

Composite 26 Universal Credit from Congress 2018 called for the abolition of Universal Credit.

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