



# AGENDA

BLACK WORKERS CONFERENCE  
Wednesday 23<sup>rd</sup> January 2019

**Birmingham Branch Office**  
**47 Summer Lane**  
**Birmingham**  
**B19 3TH**

## Message from the General Secretary

Dear Colleagues,

I would like to welcome all delegates and visitors attending the 2019 Black Workers Conference. I hope to get the chance to speak to you at some point over the course of the day.

Over the past year the issues facing BAME members and BAME communities across society have been brought into the spotlight by the Windrush scandal. And, sad to say, the issues facing BAME people today are in some respects similar to those when the Empire Windrush first docked in Tilbury over half a century ago.

Despite the brilliant work of anti-racist campaigners including our own RAC, the far right has become dangerously emboldened in recent years. We've seen this in the run-up to and with the fallout from the Brexit vote and it is hard to overstate the seriousness of the situation when we see neo-fascists marching in the streets. The CWU has a proud record of standing up to the far right and I am clear that we must step up this work now.

I have also been struck by recently published evidence of less obvious discrimination and what is termed "everyday racism" across society (a term that indicates how entrenched bias has become). There is a huge gulf in the way BAME people are treated compared to others in their daily lives, particularly at work, which is something the CWU needs to be addressing in our own industries.

The changes to our equalities work that we will be moving forward under the Re-design project are about bringing these sorts of issues into the mainstream of the union and ensuring that the full weight of the CWU is brought behind them in our campaigning and wider industrial and political work.

One of the best and most passionate debates we had at CWU General Conference in 2018 was about Windrush and, for me, the changes to our equality conferences is about giving these issues a mainstream platform. Alongside this, I'm proud that we will be making the ex-officio seats reserved for equality strands full voting members on the NEC and creating equality seats on the new Regional Executives, which I want to see driving forward the union's work in the future.

For me these new structures are about creating the right environment for our equality work, our industrial work and our political work, but ultimately our success as a union depends on members and reps getting involved. So as the new structures are rolled out, I hope you will get involved and take the opportunity to influence all of the union's work and put equality issues on the agenda in these new forums.

In this spirit I look forward to the debates ahead today and I hope you all have a wonderful conference.

**DAVE WARD**  
**General Secretary**

## Message from Assistant Secretary

Dear Colleagues,

I am delighted to welcome you all to Birmingham for our 20<sup>th</sup> Conference; the 19<sup>th</sup> of which has been motion a based CWU Black Workers Conference. It is a great privilege to have recently been given the remit of equality in the CWU, which has now seen my Education department merge with Equality.

The last 12 months have been interesting and challenging. In June we held a BAME Officers one day training event for our growing network of branch BAME officers which was well attended. A Black Leadership course was also held at Alvescot. In the short time that I have been in post I have been working with the department to look at ways of more effective engagement with our BAME members, giving them a gateway into trade union structures.

Sajid and members of the Race Advisory Committee have been present at counter far-right demonstrations in various town and cities protesting at the rise of the racist and fascist far right. The overnight rise of the Football Lads Alliance movement is a real concern and Islamophobia and Anti-Semitism issues are more prevalent now than ever before.

With over 16,000 BAME members self-declaring and many more who haven't, we have an excellent pool of diversity to work with. Currently, only 1% of CWU Reps are BAME Women and this is something we must prioritise moving forward

I place on record my thanks to all headquarters staff, particularly Dionne, Julie and Fevzi for all the hard work carried out in the last 12 months or so. My thanks also goes to Steve Reid and the B'ham & District Branch for their wonderful hospitality today hosting this conference.

Please enjoy the day.

**TRISH LAVELLE**  
**Assistant Secretary – Equality and Education**

## Message from Chair of the Race Advisory Committee

Dear Colleagues,

I am tremendously pleased to be able to welcome you all to the 2019 CWU Black Worker's Conference. This year we are in my home town of Birmingham – a city rich in culture and diversity and home to Benjamin Zephaniah. Birmingham was also the centre of the civil rights movement back in 1963 (not here but in America).

The RAC had three priorities through its two-year tenure:

- Campaign against the Far-Right - this year we have continued to support the anti-racism movement whenever we can. The growth of the Football Lads Alliance street movement overnight is frightening and we can never rest in our fight against racism.
- Raising monies for charities – we continue to raise money for ACLT in keeping with our traditions – we have also been to Calais and Dunkirk again bringing much needed aid to refugees. The Dubs amendment which we have lobbied on is on the Government radar thanks to pressure from groups such as ourselves.
- Raising the profile of RAC and BAME issues – both within the CWU and for the CWU to pursue outside amongst wider circles. The department has been proactively liaising with BAME issues to bridge much-needed support, so my thanks to them.

A policy matrix is laid out in the agenda which shows progress made on the motions carried at the last Conference.

This is my first Conference as Chair of the RAC. It has been incredibly humbling for me to Chair this Advisory Committee. There are big changes ahead in terms of equality and we all have to play a part to make it work. There are lots of opportunities for us to make equality an even stronger priority for the CWU.

I would like to thank the General Secretary's Department, my colleagues in the Equality Department, and you, for all the support that you have given to the RAC members. This is likely to be the last Black Workers Conference but by no means heralds the end for opportunities to get involved for our BAME members. Mainstreaming all aspects of equality has to be the focus moving forward and I will play my part to ensure that BAME members/ reps can continue to feel proud to be associated with the CWU.

**SAJID SHAIKH**  
**Chair of the RAC**

## CONTENTS

|   | Page |
|---|------|
| Message from the General Secretary                              | 1    |
| Welcome from the Equality Officer                               | 2    |
| Welcome from Chair of Race Advisory Committee                   | 3    |
| Welcome from the General Conference Standing Orders Committee   | 4    |
| Standing Orders   | 5    |
| Timetable   | 9    |
| Report to the Black Workers Conference                          | 10   |
| Biographical details  | 23   |
| Section II: National Issues                      Motions    1-7 | 24   |
| Motions not Admitted to the Agenda    Motions 8-9               | 27   |

### **Welcome from the General Conference Standing Orders Committee**

Welcome to the CWU Black Workers Conference of 2019 on behalf of the General Conference Standing Orders Committee.

The General SOC realise that the process of Redesign continues and that changes to some of our structures and rules, including our Conferences, are proposed, however until these are actioned (i.e. by a change in rule) we have prepared the Agenda according to the current rules and procedures.

This year we have again used the same criteria for motions that will be used for General Conference, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 16<sup>th</sup> January 2019** as reflected in the standing orders.

The Standing Orders Committee will be present during Conference should any delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General or the Industrial Conferences.

May you all enjoy a successful Conference.

**John Gaby and Phil Callaghan**  
**General Conference Standing Orders Committee**

# CWU BLACK WORKERS CONFERENCE 2019 – STANDING ORDERS

1. The sessions of the Women's Conference shall commence in accordance with the timetable.

## 2. TIMETABLE

- a (i) Chairperson's Opening Remarks  
(ii) Officer's Address  
(iii) General Secretary's Address  
(iv) Adoption of Standing Orders Committee Report (including appeals/reference back)  
(v) Sections of Conference Business
- b The doors of Conference will open with registration at 10.00 and the conference commencing at 10.30 and closing at 15.45.

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

## 3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

### SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e (i) Motions must be moved by a delegate from the submitting body.  
(ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

Members of the Advisory Committee cannot move or second or speak on behalf of their branch.

### COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a**

**speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3e(i)) applies to the Advisory Committee).
- k The Advisory Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the Advisory Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3e(i)) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

**ENDING  
DEBATE**

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

**WITHDRAWAL**

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

**POINT OF  
ORDER**

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
  - (i) That the speaker is using unparliamentary language.
  - (ii) That the speaker is digressing from the subject of the motion.
  - (iii) That the rules of the Union are being broken.
  - (iv) That there is an infringement of the customary rules of debate.
  - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all

matters affecting the decisions and role of the Committee.

#### **4. VOTING PROCEDURE**

- a Voting at Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A formal count may be called for either by the Chairperson of the Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

**DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

Procedure for a formal count shall be as follows. The voting delegate of each Branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

#### **5. PROCEDURE FOR EMERGENCY MOTIONS**

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16<sup>th</sup> January 2019**. [conferences@cwu.org](mailto:conferences@cwu.org) Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

#### **6. APPEALS/REFERENCE BACK PROCEDURE**

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
  - (i) Motions not admitted to the agenda
  - (ii) inclusion/exclusion of motions in a composite
  - (iii) the priority/placement given to a motion
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16<sup>th</sup> January 2019** to [conferences@cwu.org](mailto:conferences@cwu.org)

Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so. After consideration of appeals/reference backs by the SOC, Branches, Advisory Committees, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary



SOC reports must be made at the time the supplementary report is moved.

- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The Advisory Committees will also be required to follow these procedures.

## **7. SUSPENSION OF STANDING ORDERS**

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

## **8. BALLOTS**

- a There will be a ballot to select two motions this Conference will forward for submission to the 2019 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2019.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference or Industrial Conferences to remit a motion in name of The Black Workers Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The Black Workers Conference, subject to the agreement of the relevant Conference.

## **9. PROHIBITIONS**

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

## Timetable

|       |  |
|-------|--|
| 10.00 | Registration   |
| 10.30 | Chairperson's Opening Remarks                                    |
| 10.35 | Trish Lavelle, Officer   |
| 10.45 | Dave Ward, CWU General Secretary Address                         |
| 11.00 | Kate Hudson, Regional Secretary's Welcome                        |
| 11.05 | Standing Orders Committee Report and Adoption of Standing Orders |
| 11.10 | Guest Speaker – Ismail Patel, Friends of Al Aqsa                 |
| 11.30 | Section II Motions followed by ballot                            |
| 12.45 | Lunch  |
| 13.30 | Guest Speaker  |
| 13.50 | Panel Session "Future CWU Equality Strategy to include Q&A       |
| 15.20 | Summation by Chairperson and Ballot Result                       |
| 15.30 | Conference closes  |

**DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE  
LOCATED ON THE SOC TABLE.**

## **Race Advisory Committee Report to CWU Black Workers' Conference 2019**

### **1. Race Advisory Committee**

- 1.1. At the time of preparing this report the Race Advisory Committee (RAC) consisted of the following people:

Greg Amissah, Sylvia Beckett, Bola Omoyeni, Trish Lavelle (Assistant Secretary), Tom Cooper (NEC), Steve Jones (NEC), Peter Pascall, Colin Bell (Vice Chair), Sajid Shaikh (Chair), Linford Gibbons, Prince Fabarode, Mark Anthony Bastiani, Adam Alarakhia, Fevzi Hussein – Policy Asst.

- 1.2. The department would like to thank both NEC members, Tom Cooper and Steve Jones for their valuable support throughout the year.

1.3. Interaction with Industrial Committees

The RAC has continued aspirations to engage on an industrial basis and the department is grateful to the opportunities that have arisen during the course of the intervening period. One such example has been providing valuable feedback to the Openreach team on recruitment/diversity, designed to help increase numbers of BAME engineers. The department has also worked closely on a few sensitive race cases, attempting to provide support for vulnerable CWU members.

1.4. Joint Advisory Committee Meetings:

The development of the Redesign agenda will see a more linked up approach on Equality across the board with the intention pushing equality into the mainstream. Therefore it is unlikely there will be a need to continue with these particular meetings in future. The last joint meeting was held on 29 May 2018 and this was a Special Redesign agenda

1.5. General Secretary's Interaction with the RAC

The General Secretary continues to liaise with the all of the Advisory Committees and has been organising regular meetings keeping RAC members updated on progress with Redesign – the most recent meeting being Monday 26<sup>th</sup> November 2018, which was a report back from the Special Conference.

1.6. Brexit

Since the UK voted (on 23<sup>rd</sup> June 2016) to leave the European Union, media reports indicate an increase in racist and fascist abuses. The CWU and RAC have been monitoring events closely and this is reflected in CWU Black Worker's Conference 2017 matrix update. The rhetoric of the Far Right is something that the CWU are determined to challenge. The RAC, led by its Chair, Sajid Shaikh, has attended a number of anti-racist events. Sajid addressed the anti-FLA meeting in Birmingham earlier in the year.

1.7. Move from Weekend to Weekday Conference 2017

CWU 2016 Black Workers Conference was the first motion based CWU Black Workers Conference to be held on a weekday. The move was successful with 99 delegates plus visitors and speakers. The 2017 Conference had a total of 128 attendees represented by 60 branches – there are still over 50% of CWU not engaging, despite the upturn in attendance.

## **2. Proportionality**

The Proportionality agenda is an on-going priority for the Equality Department and the Race Advisory Committees. This has now been rebranded as Redesign and significant progress is being made with a view to ensuring that the CWU continues to offer the best possible service/representation to its members.

### **2.1 Mentoring**

The Union continues to run its own mentoring scheme with a number of mentees and mentors. Once the programme has come to an end there will be a full evaluation carried out and the intention will be to share this with CWU Branches in due course.

### **2.2 BAME Officer**

The current number of BAME Officers is 67. Whilst the number is an improvement there are still many CWU Branches who have yet to fill this post and the task force has not been able to make as much progress as it would have liked on this issue.

### **2.3 BAME Officer Seminar 2017**

We held an excellent BAME OFFICERS seminar, which had over 60 Officers in attendance. Guest speaker was Maz Saleem whose father was brutally murdered in Birmingham 5 years ago after returning from his mosque and Cuma prayers. The department is determined to make sure that our BAME Officers are engaged positively and empowered to play a full part in their workplaces.

## **3. CWU Black Workers' Conference 2017**

The 2017 Black Workers' Conference was held on Tuesday 11th October at the City Hall, Bristol. 128 people attended, of which 89 were delegates, representing **60** branches.

All motions on the agenda debated were carried, including 10, which were placed back on the agenda – motion 7 was withdrawn.

## **4. Guest Speakers**

Norman Candy & Colum Maloney who were directly involved as postal workers in the Grunwick Dispute and Lee Baron did a presentation on the Midlands TUC Dying to Work campaign were the guest speakers.

## **5. 2018 TUC Black Workers Conference**

The TUC Black Workers Conference took part on 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> April 2018. The CWU delegates were:

Fevzi Hussein  
Colin Bell  
Ian Taylor  
Saf Khan  
Paget Lewis  
Sajid Shaikh  
Tom Cooper  
Sylvia Beckett

A number of visitors from various CWU Branches also attended.

The CWU submitted the following motion at the 2018 TUC Black Worker's Conference. The motion was placed as Motion No.1 on the 2018 TUC Black Worker's Conference Agenda and reads:

## **P1 RACISM IN THE WORKPLACE**

**This conference notes the TUC report published in September 2017 under the title 'Is Racism Real?' This report based on extensive polling and stories from BAME workers shows that racism is still alive in UK workplaces.**

**This conference supports the TUC's stance in challenging racism in the workplace and in campaigning against structural discrimination against BAME workers.**

**This conference instructs the TUC Race Relations Committee to take further practical action in its effort to eradicate racism in the workplace.**

**This would include, but is not limited to, working with the TUC General Council to:**

- I. Support the Show Racism the Red Card 'Wear Red' day.**
- II. Encourage fundraising for Show Racism The Red Card which will be used to facilitate the delivery of anti-racism education for young people & adults throughout England & Wales.**
- III. Ensuring that anti-racist material is circulated throughout all affiliated unions, including the TUC Guide to Combatting Racist Abuse in The Workplace.**
- IV. Assist affiliates to challenge, and be proactive in finding solutions to abuse in the workplace.**
- V. Work with the TUC Race Relations Committee and affiliated trade unions to question whether trade unions need collective bargaining on Race issues.**

The motion was carried after an excellent debate. Sylvia Beckett moved the motion and it was seconded by our friends at the GMB (Taranjit Chana).

An amendment was also submitted around the Lammy Review into Restraint techniques. The amendment was as follows:

Amendment:

**'Conference recognises the excellent work of the United Friends and Family campaign. There is an annual rally in October and Conference agrees that the TUC should support this by encouraging grass roots engagement. TUC affiliates should also be encouraged to support and promote this charity to support the vital work that they do.'**

This was also carried.

We are pleased to report that both Sajid Shaikh and Saf Khan were returned on to the TUC Race Relations committee

## **8. The Word/Equality Supplement**

The Word has been replaced by an Equality Supplement, which accompanies the Voice and goes to every single members home address.

## 9. **RAC ATTENDANCE RECORD**

| Name                     | Feb 2018 | May 2018 | October 2018 |
|--------------------------|----------|----------|--------------|
| Bola Omoyeni             | ✓        | ✓        | ✓            |
| Greg Amissah             | ✓        | ✓        | ✓            |
| Sajid Shaikh (Chair)     | ✓        | ✓        | ✓            |
| Adam Alarakhia           | ✓        | ✓        | ✓            |
| Mark Anthony Bastiani    | ✓        | ✓        | ✓            |
| Steve Jones (NEC)        | ✓        | ✓        | ✓            |
| Prince Kingsley-Faborode | ✓        | ✓        | ✓            |
| Linford Gibbons          | ✓        | ✓        | ✓            |
| Sylvia Beckett           | X        | ✓        | ✓            |
| Colin Bell               | X        | ****     | ✓            |
| Tom Cooper (NEC)         | ***      | ✓        | ***          |
| Peter Pascall            | **       | ✓        | ✓            |
| Linda Roy (Officer)      | *        | ♦♦       |              |
| Fevzi Hussein            | ✓        | ✓        | ✓            |

- ✓ **Present**
- \* **Annual Leave**
- \*\* **Domestic**
- \*\*\* **OUB**
- \*\*\*\* **Sick Leave**
- X **Apologies**
- ♦♦ **Left**

## 10. **ALLOCATION OF RAC MEMBERS TO THE REGION 2018**

The allocation was as shown below:

| <b>RAC</b>       |                                   |
|------------------|-----------------------------------|
| Scotland         | Sajid Shaikh                      |
| Northern Ireland | Sajid Shaikh                      |
| North West       | Greg Amissah & Peter Pascall      |
| North East       | Linford Gibbons & Prince Kingsley |
| Midland          | Bola Omoyeni & Adam Alakharia     |
| London           | Colin Bell                        |
| South West       | Equal Ops Dept                    |
| South East       | Mark Bastiani                     |
| Eastern          | Sylvia Beckett                    |
| Wales            | Bola Omoyeni & Adam Alakharia     |

## 11. **The Future**

There is change on the horizon. Whilst for some change can be difficult the department is committed to embracing the change to empower those representatives with a equality role ensuring they are respected by their Branches and the value they can bring to helping with workplace issues. The direction of Redesign is a very brave move on the part of the CWU – at its heart is the determination that we get better at what we do and allow this great Union to continue serving its members for many years to come.

With BAME membership currently standing at just over 8%, 16,000 (declared), with a potential of a further 50% undeclared, it is clear that there is a lot of potential for the CWU in terms of more involvement and engagement of BAME trade union members - almost 4,000 of which are women. Women are beginning to play a much more significant role within our Union structures and we are determined to encourage this trend.

**Trish Lavelle**

**Assistant Secretary – Equality & Education**

**CWU BLACK WORKERS CONFERENCE 2017**  
**POLICY ENACTMENT TABLE**

| <b>Motions</b>  | <b>Action Proposed</b>   | <b>Action to Date</b>  |
|---|--|--|
| <p>E1. Conference calls upon the RAC in conjunction with the NEC to lobby the UK Government to condemn the persecution of the Rohingya people; immediately cease training and supplying the Myanmar army; contribute to the international aid effort to address the growing refugee crisis; and also put pressure on the wider world to assist Bangladesh with aid so that the refugees can be treated with dignity.</p> <p>Conference also calls upon the RAC in conjunction with the NEC to put pressure on UK Government to seek with urgency a UN resolution that calls for an immediate halt to the violence, the return of refugees with full citizenship rights and the safeguarding of human rights as a matter of urgency.</p>   | <p>Write to Foreign minister outlining issues as per motion.</p>   | <p>Draft letter forward to GS 15 May.</p> <p><b>June:</b> Letter sent to Foreign Secretary.</p>  |
| <p>E2. On Thursday 28<sup>th</sup> September, Theresa May has dropped a strong indication that the government will stop ordering planes from the US aerospace giant Boeing following the decision to slap punitive tariffs on planes part-made in Belfast by the Canadian company Bombardier. Earlier this week, the US Dept of Commerce backed Boeing in an action that could lead to 219% tariffs being placed on planes made by Bombardier – a move that would make them much more expensive in the key US market and more than 4,000 jobs at risk in one of the poorer parts of the UK. This reflects the attitude of the Trump administration toward UK (and foreign) workers and his views on 'USA First' which goes as far as supporting white supremacists as at Charlottesville.</p> <p>This Conference calls upon the RAC, in conjunction with the NEC, to champion within the Trade Union Movement in UK, through the respective trade union Congresses (TUC, ICTU, STUC and WTUC), to help organise the fullest possible support for the campaign that has been established. Furthermore, to pressurise Theresa May to go further and rescind her feeble state visit invitation to Trump only weeks after his inauguration and which broke state protocol.</p> <p>All workers will quite rightly be offended if Donald Trump is hosted by the UK Head of State – in particular BAME workers will find it repugnant that the hand of a tacit support of white supremacy (and a discriminator against non-US workers) is hypocritically extended in a false show of affinity.</p> | <p>Unite and GMB are already organising campaigns to protect jobs in Bombardier.</p> <p>Write to the TUC to see what campaigns exist that we can support.</p> <p>Trump state visit has recently been cancelled, so second part of the motion is currently no longer valid.</p> | <p>Email sent to D Ward 15 May.</p> <p><b>July:</b> Dept contacted TUC to see if they were aware of any campaigns linked to the sentiments of the motion. TUC have been unable to assist us.</p> <p><b>July:</b> Trump visit to the UK took place. A quarter of a million people protested in central London, including a significant presence from CWU activists.</p> |
| <p>1. Conference acknowledges the positive work being done in the CWU as more and more BAME Officer</p>   | <p>Empowerment of BAME Officers is currently</p>   | <p>Dept has written to</p>   |



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| <p>positions are being created and filled in CWU Branches. We have, however, seen strong anecdotal evidence that many BAME Officers feel isolated, or they do not feel sufficiently empowered from an IR perspective to fulfil their roles, leading to the likelihood of some subsequently feeling disillusioned and in need of support.</p> <p>This motion calls on the RAC to work with the PEC to give a commitment to all BAME officers to empower them with the necessary IR knowledge, so that they can play a fuller role in CWU RM Branches. Once a programme of education is established the next step will be to seek to get a degree of recognition from the employers where we are recognised as the trade union. This motion is designed to maximise empowerment and engagement of the BAME role.</p> | <p>enabled via mechanisms such as Black Leadership courses, BAME Officer's 1 day event.</p> <p>The Dept proposes to set up a RAC taskforce to continue the work of the BAME taskforce, extending the remit to cover empowerment and engagement.</p> <p>Dept to write to officers with negotiating remits on seeking a degree of recognition.</p> | <p>Industrial heads seeking their support to engage our Advisory Committees where possible. We have also visited a number of RECs and we are actively working with BAME Officers to develop bespoke action plans. This will be a strong feature at the BAME Officers seminar.</p> <p>Taskforce will be revisited at the May RAC.</p> <p><b>Sept:</b> Dept ran a very successful BAME Officers Seminar. There was focus around engagement and empowerment. A report has been circulated to all BAME Officers.</p> <p>The Dept is also engaging with RMG via the strand taskforce with the focus around the BAME role,</p> |
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|   |  | <p>amongst other things.</p> <p>There are currently 67 BAME Officers in post.</p>   |
| <p>2.TUC have published an interim report on the experiences of BME workers in the workplace entitled "Lets Talk about Racism"</p> <p>It illustrates how racial harassment and bullying disadvantages BME workers as well as undermining their confidence and performance.</p> <p>Stereotypical opinions combined with structural and institutional racism persist despite constant efforts to address these areas of inequality.</p> <p>The initial survey indicates participants are still facing discriminatory actions in the workplace. Performance management process and unfair disciplinary action are two areas which the respondents believe are being used to bully and harass BME workers. The Unions are at the forefront of challenging discrimination in the workplace; therefore we need to act upon the initial findings.</p> <p>This motion calls on the Race Advisory Committee (RAC) to work with the industrial executives and branches to record and collate the ethnicity of our members who are going through disciplinary action, or have formally complained about their performance markings.</p> <p>This will enable us to identify any areas of concern.</p> | <p>Working parties to be formed to respectively liaise with the industrial executives around the collation of data linked to disciplinary action or performance issues (relevant to BAME workers).</p> <p>Recommendation that this be one of the RAC priorities.</p> <p>Dept to prepare a report that can be delivered in the regions by members of the RAC on the issue of Racial Harassment in the Workplace. A template will be shared with the regions encouraging usage for reporting purposes. This initiative will have a spin-off development of empowering our BAME officers.</p> | <p>Working party to be revisited at May RAC.</p> <p>In terms of the report, this will be prepared once we have been able to establish relevant data linked to disciplinary action and performance issues.</p> <p>Email sent to Postal and Telecoms Industrial Offices 15 May.</p> <p><b>APR18 - motion carried at BW TUC Conf</b></p> <p><b>12 Sept:</b><br/>Email response received from Postal Industrial Office. No reports received.</p> <p><b>12 Oct:</b><br/>Email response received from Telecoms Dept. No reports received.</p> |

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|  |  | <p>We can write to the Branch though (GLC) and ask them if they have issues they should raise this with T&amp;FS.</p> <p><b>Dec 18:</b><br/>Email sent to Branch confirming above</p>  |
| <p>3. Conference instructs the RAC to raise awareness of the risks of prostate cancer and the fact that black men have the highest rate of getting the disease in the UK compared to others. Figures state that black, Caribbean and mixed-race men are more likely to die from prostate cancer than any other group of men. Conference asked the RAC to produce a flyer and poster to highlight this issue and run a campaign to raise awareness.</p> | <p>This is existing policy. A factsheet was produced after the 2014 Black Worker's Conference.</p> <p>For the purposes of this motion, dept to liaise with Comms to produce campaign material to highlight this issue and run a campaign to raise awareness. Our aim will be to produce a poster and also a short video involving one of our members currently suffering from Prostate Cancer.</p> | <p>Email sent to Cyril Onyejekwe in relation to production of short film.</p> <p>Email sent to Comms as per middle column 15 May.</p> <p>Video produced and put on Facebook 26 June.</p> <p><b>October:</b><br/>Currently liaising with Comms to prepare a poster on prostate cancer awareness. The video has been very well received and to date has received over 5,000 views.</p> |
| <p>4. Conference notes the previous passing of the 'Dubs amendment', where MPs believed they were voting for 3,000 unaccompanied child refugees to be given safety and sanctuary in the UK. Earlier this year the Tory Government took the shameful decision to cease this scheme, with only just over 300 unaccompanied</p>   | <p>Dept to write to the Prime Minister on the Dubs amendment to seek a review of the government's position on unaccompanied refugee</p>  | <p><b>October:</b><br/>The RAC will be agreeing a solidarity/ humanitarian trip to Calais</p>  |

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| <p>children out of the 3,000 original target having being brought to Britain. At the same time the Government scrapped a similar initiative under the Dublin convention, which allowed for unaccompanied child refugees, who had family links in the UK, to be brought here.</p> <p>The plight of refugees grows as the world overlooks their desperation. The unbearable sight of unaccompanied child refugees must be addressed. It is clear that, under the work done on the Dubs amendment, several local authorities were prepared to take these children in but the UK Government has turned its back on the most vulnerable, leaving them to the clutches of people-traffickers or worse.</p> <p>Conference instructs the RAC to work with the NEC to mount a campaign to reignite the passion that initially saw the 'Dubs amendment' embraced. The remit for this campaign shall be drawn up by the RAC and our Communications Department, working closely with the NEC. A focus group should be formed from the various stakeholders. Any campaign points should also be mindful of the key additional threat of forced deportation facing child refugees when they reach 18 years old.</p> | <p>children.</p> <p>We also recommend that this is adopted as a priority for the RAC.</p>   | <p>and Dunkirk. This will be in addition to our ongoing efforts to support the refugees.</p> <p><b>October:</b><br/>Email sent to GS seeking clarification around where UK is on 'Dubs Amendment' .</p> <p>Dec:<br/>Government has responded to General Secretary – apparently actively seeking to adopt Dubs amendment.</p> |
| <p>5. Conference agrees that the mandatory Fair and Equal course is an important step to combating bigotry and inequality in our Union.</p> <p>However, there are concerns that it can be seen as a tick box exercise by some in order to identify students who may need extra guidance, conference agrees that;</p> <ul style="list-style-type: none"> <li>• Whoever is doing the face to face tutoring of the Fair and Equal course should be privy to the student's online responses</li> <li>• Following the completion of the course, the tutors should then provide a brief report to the students Branch Secretary highlighting any areas they feel the student would benefit from further guidance.</li> </ul> <p>All correspondence between the Tutor and the Student's Branch Secretary, should, of course, be in the strictest confidence.</p> <p>Conference therefore agrees that the RAC should work with the NEC and the Education Department to put these measures in place before the start of the next academic year September 2018.</p>   | <p>Dept to liaise with Education Dept with a view to achieving the aims of this motion.</p> | <p><b>October:</b><br/>Dept is working with Education Dept. Email sent 10/10</p>   |
| <p>6. Conference notes the on-going oppression of the Palestinian people at the hands of the Israeli Government and the lack of international support</p>   | <p>Dept to liaise with Comms Dept to explore realistic campaign</p>                         | <p>The dept arranged a significant</p>   |

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| <p>afforded to the Palestinian people.</p> <p>The trade union movement has a proud record of supporting Palestine. Under Jeremy Corbyn one of the manifesto pledges was that Palestine would be immediately recognised.</p> <p>Even as this motion was being prepared, a cursory look on the internet showed:</p> <ul style="list-style-type: none"> <li>• Israeli demolition of EU-donor funded schools</li> <li>• A Palestinian held for 2 years without any charge (this happens regularly)</li> <li>• Night raids by Israeli forces into Palestinian family homes, normally after midnight to question families</li> <li>• Women, children and men regularly being kidnapped by Israeli forces</li> <li>• Buildings in occupied Jerusalem being targeted for demolition</li> </ul> <p>We can never ever appreciate the horror of living as a Palestinian in the Palestinian territories/State of Palestine. Gaza is one of the most populated areas in the world with nearly 2 million residents living in just 141 square miles. Add to the mix the blockade, embargo and restriction of movement, you will see how strong this injustice is.</p> <p>The motion is to maximise awareness of the plight of the Palestinian people amongst our membership and beyond.</p> <p>Conference instructs the incoming RAC, in conjunction with the NEC, to prepare a campaign of information to be disseminated as widely as possible. Sources such as Firefly International, Palestinian Solidarity Campaign and The Palestinian Information Centre should all be used and supported accordingly. Direct action should also be considered with protests outside the Israeli embassy not being ruled out.</p> | <p>options.</p>   | <p>visual act of solidarity in support of Ahem Tamimi. Over 50 people holding pictures of Ahem and Palestinian flags stood on the steps of the BIC in April.</p> <p><b>Sept:</b> BAME Officers Seminar focussed heavily on Palestinian rights and encouraged Branches to lobby against the 'One Nation' State law.</p> <p><b>Oct:</b> Dept attended Midlands Regional Cttee, which had Ismail Patel from Friends of Al Aqsa. Dept showed video of Life Under Siege.</p> |
| <p>7. This Conference calls upon the Race Advisory Committee, in conjunction with the NEC to discuss, review, and to seek guidance from likeminded organisations to see that the recommendations from the David Lammy Review are carried out. This to include discussions from the wider membership via regions and committees. This is essential if we are to pursue our union's aims to achieve equality throughout society.</p>  | <p>Dept to write to Justice Minister seeking clarification on developments since the David Lammy Review.</p> <p>Dept to speak to Comms with a view to trying to secure a comprehensive piece in the Voice with the Shadow Justice Minister, which will cover issues linked to the David Lammy review.</p> <p>Once information has been established, Regional Secretaries to</p> | <p>The Dept and RAC have ongoing contact with groups such as Inquest and United Families.</p> <p><b>Oct:</b> CWU delegates entered debate to support the Sheku Bayoh Campaign seeking</p>   |

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|  | be involved with a view to arranging discussions where a report back will be required.  | justice in relation to his death.<br><br><b>Oct:</b> Email sent to GS dep and Coms.   |
| <p>8C. This conference notes the TUC report published in September 2017 under the title 'Is Racism Real?' This report, based on extensive polling and stories from BAME workers shows that racism is still alive in UK workplaces.</p> <p>This conference believes that the CWU can play a vital role in challenging racism in the workplace and campaigning against structural discrimination against BAME workers.</p> <p>This conference instructs the RAC to take practical action to promote the CWU taking an active role to challenge racism in the workplace. This would include, but is not limited to, working with the NEC to:</p> <ul style="list-style-type: none"> <li>Supporting the Show Racism the Red Card 'Wear Red' day. This takes place in England &amp; Wales on 20 October 2017, but will also be scheduled for 2018 in England, Scotland &amp; Wales.</li> <li>Encourage fundraising for Show Racism The Red Card which will be used to facilitate the delivery of anti-racism education for young people &amp; adults throughout England, Scotland &amp; Wales.</li> <li>Ensuring that anti-racist material is circulated throughout all CWU represented workplaces, including the TUC Guide to Combatting Racist Abuse In The Workplace.</li> <li>Work with the TUC Race Relations Committee and other like-minded organisations to question as to whether Trade unions need collective bargaining on Race issues.</li> </ul> <p>The RAC is instructed accordingly.</p> | <b>Motion chosen to go to General Conference</b>  | <p>CWU actively supports Show Racism the Red Card 'Wear Red Day'. This support is ongoing.</p> <p>Dept will cascade all anti-racist material to Branches and Regions, including the TUC guide</p> |
| <p>9. Conference notes that when the EMAC was founded with PavAlam editing its 2 page newsletter, we were well aware then of power of having a dedicated publication with direct outreach to BAME workers. Since then the publication has evolved into the very successful DRUM and finally the WORD, which was a pan-equality publication. The WORD publication has, similar to its predecessors, been instrumental engaging with under- represented groups and its value to the CWU is immeasurable in this respect.</p> <p>Conference notes the current discussions which could</p>   | <p>The RAC adopts this as one of its priorities.</p> <p>The Dept to liaise with Comms to seek safeguards around the Word publication.</p> | <b>The Word has ceased production and in its place an Equality Supplement is printed which goes out with Voice to every single</b>  |

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| <p>see this vital publication lost. Whilst acknowledging there has been consultation on the matter and ultimately any decision will be a matter for the NEC, Conference strongly urges that the WORD be kept in production. Any decision to remove the WORD would be a huge backwards step for the CWU and its equality work.</p> <p>Therefore this conference instructs the RAC to work with the NEC to find a way to support the publication of the Word and find a way for its wider distribution, where this is possible and practical to do so.</p> |  | <p><b>member.<br/>The<br/>supplement<br/>is 4 pages<br/>long.</b></p> |
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## Biographical Details of Guest Speakers

### **ISMAIL PATEL – AL AQSA**

Chair of Friends of Al-Aqsa; Post Graduate Researcher at University of Leeds in Decolonial Studies and the Centre for Ethnicity and Racism Studies. He is an author of several books including Palestine Beginner's Guide and Madina to Jerusalem. He has published several articles in the main stream media and peer reviewed journal.

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## **SECTION II NATIONAL ISSUES**

### **1 COMPOSITE MOTION**

#### **Football Lads Alliance**

Conference notes the rise of the racist street movement, inspired by Stephen Yaxley-Lennon followers, known as the Football Lads Alliance and Democratic Football Lads Alliance.

The so-called 'free-speech' demonstrations by these groups, and other aligned groupings, have seen local communities terrorised by open displays of hate and bigotry. This includes Nazi salutes, beer being thrown over Muslim residents and vile abusive language, which are all regular occurrences at their demonstrations. Aided by a compliant media, the ongoing toxic BREXIT debate, allied with Donald Trump's constant attacks on immigrants sees these groups emboldened to the point that immigrants, Muslims, Jewish people and many others, face daily attacks and provocation.

Conference salutes the steadfast anti-racist campaigning by groups such as Stand Up to Racism and Hope Not Hate and is proud of the CWU Branches and activists who regularly attend counter rallies against these hate-mongering groups. However, conference also recognises that it is time, under the banner of Redesign, not only to broaden support and awareness of the rise of organised groups with openly fascist and racist views but also to address the causes of increasing social acceptance of racism and bigotry in our workplaces and communities. As part of this renewed focus the RAC is instructed to work with the NEC, to develop a new anti-racism strategy for the CWU. This will include, but is not limited to:

- The organisation of a Trade Union Race Summit with the aim of developing a more co-ordinated response and a unified approach across the movement
- A new programme of awareness raising aimed at both CWU Reps and members, which is workplace and/or community based and engages them in discussions on the issues that are dividing working class communities and allowing groups like the FLA to thrive
- Engagement with employers on joint initiatives to tackle the rise of racism in the workplace
- A review of our political campaigning and activity in this area to ensure that our energies and resources are deployed in the most effective way.
- CWU Regions to play a leading role in organising strong CWU opposition to FLA and DFLA rallies taking place anywhere in the country through encouraging a strong presence of CWU activists.
- Campaign for responsible journalism that stops reporting aimed at particular religious or ethnic minorities, whether in print or online.

The RAC is instructed accordingly.

CWU Race Advisory Committee  
Bristol and District Amal

- 2** In 2016 Stephen Shaw published his review into the Welfare of individuals in Immigration Detention Centres. It contained 64 recommendations to improve the well-being of those held in detention and called for ministers to apply “a presumption against detention” for survivors of rape and sexual violence, people with learning difficulties and those with post- traumatic stress disorder. It warned that detention itself could seriously damage the mental health of detainees. Two years later a second review assessed the Government’s progress in implementing those findings and found the number of detainees held for 6 months or more had actually increased, with no idea as to how long they would remain in detention. These findings are deeply disturbing.

Conference therefore instructs the Race Advisory Committee to:

- Campaign for a humane and dignified alternative to detaining individuals in hostile and inadequate facilities of Immigration Detention Centres
- Support the calls for individuals to be accommodated and supported within the community and faith groups, with the support of Non-governmental organisations (NGO’s)
- Write to the Home Secretary urging the need to set a statutory time limit of 28 days for those held in Immigration Detention Centres.

#### **Greater London Combined**

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- 3** While we welcome the independent review to “Modernising the Mental Health Act. The report which has just been published by the government, still requires independent groups, to having input into all published independent government reports or direct government recommendations, which cover the Mental Health Act, review the desired outcomes for the service users within BAME community. Conference calls on the RAC, CWU Executive Committee to liaise among such groups as Mental Health.org and Black Mental Health.org.uk; this to include ongoing issues outside of government published or independently published reports.

#### **South London, Surrey & North Hampshire**

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- 4** Conference notes that the Tory cuts to services especially services affecting young people, has had a detrimental impact on the society which has resulted in the increase in crimes, especially knife crimes. This does not just affect the BAME team, it a problem across all the equality strands. There isn’t a limit to the ages it effects as children as young as eight feel the need to protect themselves.

Conference instructs the RAC to work with the NEC and all the equality strands closely, to lobby the government to highlight this issue and run a campaign to raise awareness.

#### **Midland No1**

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- 5** Conference instructs the RAC to carry out a campaign to encourage members and their families from ethnic groups to become blood and organ donors.

We need to highlight the shortage of donors from these communities and make people aware that some blood groups and illnesses are specific to race.

The Campaign can include posters, flyers and an article in the Voice magazine.

#### **Lancs and Cumbria**

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## 6 Caste Discrimination

Conference notes that for large sections of the Indian community in the UK, caste discrimination is a daily occurrence.

The caste system, developed in India, divides people into separate groups based on birth, marriage and occupation. The House of Lords has voted twice for legal protection to be given to the estimated 400,000 Dalits - widely known as "untouchables" - who are regarded as being beneath the caste system, living in the UK. The Government has been incredibly slow to progress this issue and Conference instructs the RAC, working with the NEC, to lobby Government strongly, with a view to outlawing caste discrimination and bringing it under the Equality Act 2010, as a protected characteristic.

**Race Advisory Committee**

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## 7 Windrush

Conference notes the scandal of Windrush and the 'hostile environment' created by this Tory Government for our ethnic minority communities. At the time of writing this the terms of the Windrush Compensation Scheme are not known although a consultation exercise has taken place, which saw the CWU make a strong submission supporting children of the Windrush generation.

Conference instructs the RAC, working with the NEC, to continue to lobby the Government for the rights of those scandalously disadvantaged by the Windrush debacle as set out below. The Government is known to have spent over £52M on deportation flights alone, which in a time of austerity really shows where their priorities lie. Should further information come to light that shows that the actions of the government have caused any further detriment to those already disadvantaged and harmed by this policy, the RAC, in conjunction with the NEC, shall seek to give maximum publicity to this and to campaign strongly for appropriate compensation and legal remedies. Furthermore, the RAC, working with the NEC shall use all appropriate channels to raise these issues via the TUC and the Labour Party and through the organization of a public meeting at a suitable point to expose these actions accordingly.

**Race Advisory Committee**

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## OUTS

- 8** Conference welcomes the initiative of Sadiq Khan, the London mayor, backed by Labour Party leaders, to push the present UK government into a full and formal apology for the Jallianwala Bagh/Amritsar massacre.

Conference notes the following:

- 1) In the Jallianwala Bagh/Amritsar massacre in 1919, over 1000 Hindu, Muslim and Sikh people were killed, hundreds were wounded, and hundreds more detained and mistreated after the massacre.
- 2) The massacre was deliberately planned and carried out by the British military and colonial administration of India.
- 3) The intent of the British military and colonial administration was to “punish” the Indian people for “daring” to start a mass civil disobedience campaign against the British government’s policy for India, and to intimidate them into quiet submission.

As this despicable massacre was carried out in the name of the British government of the time, and by implication in the name of the British people, Conference believes the present British government has to end its delay in issuing a full and formal apology to the Indian people.

Conference instructs the Race Advisory Committee in conjunction with the NEC to assist the campaign in all ways possible and to request the NEC to take up the issue as a matter of urgency due to the approach of the centenary of the massacre on April 13th 2019.

Furthermore, it instructs the NEC to:

- (a) write to the UK Government
- (b) officially approach like-minded organisations, particularly the TUC
- (c) encourage members to sign the on-line petition.

**South East Wales Amalgamated Branch**

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- 9** The CWU training videos do not currently fully reflect the diverse nature of the workforces it represents.

The NEC and Education & Equality Department are requested to work with the Race Advisory Committee to and rectify this situation at the earliest practical opportunity.

**South West Regional Committee**

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## **NOTES**