

# UNITE POLICY CONFERENCE 2025

Shaded = Proposed composite

| Section                                     | No. | Title                                                                                                             | Comment             |
|---------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------|---------------------|
| <b>A: ECONOMY AND INDUSTRY</b>              |     |                                                                                                                   |                     |
|                                             | 1   | Towards a co-ordinated industrial strategy for collective bargaining                                              | Support             |
|                                             | 2   | Defending the jobs, pay and conditions of Unite members at the place of work                                      | Oppose              |
|                                             | 3   | Protecting Working Class Jobs from Threat                                                                         | Support             |
| 3a                                          |     | Public ownership of public services                                                                               | Support             |
|                                             | 4   | Defence of UK Manufacturing Jobs                                                                                  | Leave to conference |
|                                             | 5   | Steel for the Future                                                                                              | Support             |
|                                             | 6   | Motion to support Local Authorities in having their debt wiped by the UK Government                               | Support             |
|                                             | 7   | The Future of Local Government Funding and Council Tax                                                            | Support             |
|                                             | 8   | Fire and Rehire in Scotland's Local Authorities                                                                   | Support             |
|                                             | 9   | Call for a Sustainable Funding Model for Education Coupled with an Increase in Research Funding.                  | Support             |
|                                             | 10  | Providing meaningful grants to the Higher Education sector and addressing the challenges around overseas students | Support             |
|                                             | 11  | Transforming hospitality                                                                                          | Support             |
|                                             | 12  | Sectoral Bargaining in hospitality                                                                                | Support             |
|                                             | 13  | Sectoral Bargaining in hospitality                                                                                | Support             |
|                                             | 14  | Abuse to workers                                                                                                  | Support             |
|                                             | 15  | Customer Abuse                                                                                                    | Support             |
|                                             | 16  | Four Day Working Week                                                                                             | Support             |
|                                             | 17  | Shorter Working Week                                                                                              | Support             |
|                                             | 18  | Apprenticeship Pay                                                                                                | Support             |
|                                             | 19  | Apprenticeship and Training Levy                                                                                  | Support             |
|                                             | 20  | Agency Labour                                                                                                     | Support             |
|                                             | 21  | Workers on Seasonal/Temporary Work Visas                                                                          | Support             |
|                                             | 22  | Wealth Tax                                                                                                        | Support             |
|                                             | 23  | Taxing Fairly for Life and Growth                                                                                 | Support             |
| p17                                         | 24  | Local Authority Cuts                                                                                              | Oppose              |
| <b>B: AI, AUTOMATION AND NEW TECHNOLOGY</b> |     |                                                                                                                   |                     |
|                                             | 25  | A Workers' Future                                                                                                 | Support             |
|                                             | 26  | Automation and AI                                                                                                 | Support             |
|                                             | 27  | Strategic Planning                                                                                                | Support             |
|                                             | 28  | AI Risks and Opportunities                                                                                        | Support             |
|                                             | 29  | Worker Protection                                                                                                 | Support             |
|                                             | 30  | Risks and Benefits                                                                                                | Support             |
|                                             | 31  | Impact of AI                                                                                                      | Support             |
|                                             | 32  | BAEM policies on AI                                                                                               | Support             |
|                                             | 33  | AI Job Threats                                                                                                    | Support             |
|                                             | 34  | AI and New Technology                                                                                             | Support             |
|                                             | 35  | Technology and Surveillance                                                                                       | Support             |
| <b>C: EQUALITIES</b>                        |     |                                                                                                                   |                     |
| p29                                         | 36  | Sex for Shifts                                                                                                    | Support             |
|                                             | 37  | Sexual Harassment in the Workplace                                                                                | Support             |
|                                             | 38  | Job Evaluation                                                                                                    | Support             |
|                                             | 39  | Domestic Violence                                                                                                 | REMITTED            |
|                                             | 40  | Rise of Global Misogyny                                                                                           | Support             |
|                                             | 41  | Violence in Schools                                                                                               | Support             |
|                                             | 42  | Endometriosis                                                                                                     | Support             |



Proudly backed by



|                                                         |     |                                                                     |                        |
|---------------------------------------------------------|-----|---------------------------------------------------------------------|------------------------|
|                                                         | 43  | Improving Neonatal Care                                             | Support                |
|                                                         | 44  | Improving Workwear Standards                                        | Support                |
|                                                         | 45  | Misuse of NDAs                                                      | Support                |
|                                                         | 45A | Produce annual report of NDAs                                       | Support                |
|                                                         | 46  | Anti-Racism                                                         | Support                |
|                                                         | 47  | Far-Right activism and Anti-racism                                  | Support                |
|                                                         | 48  | Tackling the Far Right                                              | Support                |
|                                                         | 49  | Threat of the Far Right                                             | Support                |
|                                                         | 50  | Inequality in the labour market                                     | Support                |
|                                                         | 51  | Equality, diversity and Inclusion                                   | Support                |
|                                                         | 52  | Support for Women's Rights                                          | Support                |
|                                                         | 53  | LGBT+ Health                                                        | Support                |
|                                                         | 54  | Safe Return Home for disabled reps - second overnight               | Support                |
|                                                         | 55  | Disability Laws                                                     | Support                |
|                                                         | 56  | Opposition to Welfare Cuts                                          | Support                |
|                                                         | 56A | adequate representation for disabled people                         | Support                |
|                                                         | 57  | Reduction in Welfare benefits                                       | Support                |
|                                                         | 58  | Neurodiversity                                                      | Support                |
|                                                         | 59  | Neurodiverse materials                                              | Support                |
|                                                         | 60  | Disability access                                                   | Support                |
|                                                         | 61  | Equalities and the climate crisis                                   | Support                |
|                                                         |     |                                                                     |                        |
| <b>D: Global solidarity, international &amp; Europe</b> |     |                                                                     |                        |
| p49                                                     | 62  | Gaza (Protection from prosecution for members)                      | Support - check compos |
|                                                         | 63  | Solidarity with Palestine                                           | Support - check compos |
|                                                         | 64  | Building solidarity with Palestine                                  | Support - check compos |
|                                                         | 65  | Palestine solidarity Campaign                                       | Support - check compos |
|                                                         | 66  | Solidarity with Palestine                                           | Support - check compos |
|                                                         | 67  | Solidarity with Palestinian People!                                 | Support - check compos |
|                                                         | 68  | Palestine solidarity Campaign                                       | Support - check compos |
|                                                         | 68A | Dilutes main motion                                                 | Oppose                 |
|                                                         | 69  | Palestine                                                           | Support - check compos |
| p56                                                     | 70  | Solidarity with Palestinian Trade Unions - BDS                      | Support - check compos |
|                                                         | 71  | Solidarity with Palestinian Trade Unions - BDS                      | Support - check compos |
|                                                         | 72  | Solidarity with Palestinian Trade Unions - BDS                      | Support - check compos |
|                                                         | 73  | Solidarity with Palestinian Trade Unions - BDS                      | Support - check compos |
|                                                         | 74  | Re-affirming Solidarity with Palestinian trade Unions               | Support - check compos |
|                                                         | 75  | Gaza – Demands on UK Government - arms embargo                      | Support - check compos |
|                                                         | 76  | Gaza                                                                | Support - check compos |
|                                                         | 76A | Freedom of speech                                                   | Support                |
|                                                         | 77  | People's Arms Embargo (but as 75)                                   | Support - check compos |
|                                                         | 78  | Supporting Palestinian Youth                                        | Support                |
| p65                                                     | 79  | Ukraine (support for TUs)                                           | Support                |
|                                                         | 80  | Ukrainian Union Solidarity Actions                                  | Support                |
|                                                         | 81  | Solidarity with Ukraine                                             | Support                |
|                                                         | 82  | Justice for Colombia                                                | Support                |
|                                                         | 83  | Solidarity with the Kurdish People, and freedom for Abdullah Ocalan | Support                |
|                                                         | 84  | Solidarity with the Kurdish People, and freedom for Abdullah Ocalan | Support                |
|                                                         | 85  | Stop enforcing Child Labour in the Congo                            | Support                |
|                                                         | 86  | Support the CGIL Union workers initiative                           | Support                |
|                                                         | 87  | Strengthening Unite's work on multinational companies               | Support                |
| p72                                                     | 88  | Equality in International Solidarity & Global Affiliations          | Await EC view          |
|                                                         | 89  | Unite's role in global and European Federations                     | Support                |

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| <b>E: ENVIRONMENT AND ENERGY</b>              |      |                                                                         |  |                     |
| p75                                           | 91   | A Just Transition to a Green New Deal                                   |  | Support             |
|                                               | 92   | Renewable Energy                                                        |  | Support             |
|                                               | 93   | A Just Transition to a Green New Deal                                   |  | Support             |
|                                               | 94   | No Transition, No Justice How Oil Workers Are Being Left Behind         |  | Await EC view       |
| p79                                           | 95   | Unite policy on EVs (abandon current policy)                            |  | Await EC view       |
|                                               | 96   | Transport Provision in the UK                                           |  | Support             |
|                                               | 96A  | Public ownership of ROSCO                                               |  | Support             |
|                                               | 97   | OFWAT and OFGEM Regulators                                              |  | Support             |
|                                               | 98   | Unionised jobs cutting energy demand                                    |  | Support             |
|                                               | 99   | Energy Efficiency                                                       |  | Support             |
|                                               | 100  | Addressing Pressures on the Refining and Heavy Energy Sectors in the UK |  | Leave to Conference |
|                                               | 101  | Public Water Campaign                                                   |  | Support             |
|                                               |      |                                                                         |  |                     |
| <b>F: IMPROVING HEALTH AND SAFETY</b>         |      |                                                                         |  |                     |
| P86                                           | 102  | Extreme weather: Protecting workers' health and safety                  |  | Support             |
|                                               | 103  | Climate Justice and Air pollution                                       |  | Support             |
|                                               | 104  | H&S and Climate Change motion                                           |  | Support             |
|                                               | 105  | Mental Health First Aiders                                              |  | Leave To Conference |
|                                               | 106  | Health Inequity – Reducing Prostate Cancer Deaths                       |  | Support             |
|                                               | 107  | Men's Health Awareness Month                                            |  | Support             |
|                                               | 108  | Recognising International Men's Day                                     |  | Support             |
|                                               | 109  | Unite Against HIV Stigma and for Community Support                      |  | Support             |
|                                               |      |                                                                         |  |                     |
| <b>G: ORGANISNG</b>                           |      |                                                                         |  |                     |
| p94                                           | 110  | Organising Agency Workers                                               |  | Ruled out of order  |
|                                               | 111  | Attacking Trade Union Unite Representatives in Workplaces               |  | Support             |
|                                               | 112  | Fighting for Union Reps                                                 |  | Support             |
|                                               | 113  | Improvements to facilities time                                         |  | Support             |
|                                               | 113A |                                                                         |  | Support             |
|                                               | 114  | Improvements to facilities time                                         |  | Support             |
|                                               |      |                                                                         |  |                     |
| <b>H: PENSIONS &amp; RETIREMENT</b>           |      |                                                                         |  |                     |
| p99                                           | 115  | State Pensions                                                          |  | Support             |
|                                               | 116  | Living Pensions                                                         |  | Support             |
|                                               | 117  | Company Pension Provision                                               |  | Support             |
|                                               | 118  | Protecting Pensions                                                     |  | Support             |
|                                               | 119  | Pensions Entitlement in Retirement                                      |  | Support             |
|                                               |      |                                                                         |  |                     |
| <b>I: RIGHTS FOR WORKERS AND THEIR UNIONS</b> |      |                                                                         |  |                     |
|                                               | 120  | Trade Union and Employment Rights                                       |  | Support             |
|                                               | 121  | Trade Union and Employment Rights                                       |  | Support             |
|                                               | 121A |                                                                         |  | Support             |
|                                               | 122  | Trade Union and Employment Rights                                       |  | Support             |
|                                               | 123  | Fixing the Employment Rights Bill                                       |  | Support             |
|                                               | 124  | Call for Quicker Repeal of Anti Trade Union Laws                        |  | Support             |
| p107                                          | 125  | Employment Rights                                                       |  | Support             |
|                                               | 126  | Improving Workers' Rights, Diversity and Inclusion                      |  | Support             |
|                                               | 127  | Weak Redundancy Law Motion                                              |  | Support             |
|                                               | 128  | Increase the Tax-Free Threshold for Redundancy Pay                      |  | Support             |
|                                               | 129  | National Minimum Wage amendments                                        |  | Support             |
|                                               | 130  | Care leaver employment opportunities                                    |  | Support             |
|                                               | 131  | Workers rights in Jersey                                                |  | Support             |

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| <b>J: SOCIAL ACTION</b>                                |      |                                                                                             |  |                      |
| P113                                                   | 132  | Public Health Services                                                                      |  | Support              |
|                                                        | 133  | Save Our NHS                                                                                |  | Support              |
|                                                        | 134  | Funding Education for future NHS Staff                                                      |  | Support              |
|                                                        | 135  | Social Care                                                                                 |  | Support              |
|                                                        | 136  | Housing - Driving Growth                                                                    |  | Support              |
|                                                        | 136A |                                                                                             |  | Support              |
|                                                        | 137  | Housing Crisis                                                                              |  | Support              |
|                                                        | 138  | Protecting our Higher Education Sector and making education accessible for all              |  | Support              |
| P118                                                   | 140  | Fuel Poverty                                                                                |  | Support              |
|                                                        | 141  | Welfare State                                                                               |  | Support              |
|                                                        | 142  | Public Toilets                                                                              |  | Support              |
|                                                        | 143  | Access to Public Toilets                                                                    |  | Support              |
|                                                        | 143A |                                                                                             |  | Support              |
| p120                                                   | 144  | Decriminalisation of Sex Work                                                               |  | Oppose               |
|                                                        | 144a |                                                                                             |  | Correction           |
|                                                        | 145  | Autism                                                                                      |  | Support              |
| <b>K: POLITICAL AND LABOUR PARTY</b>                   |      |                                                                                             |  |                      |
| P121                                                   | 146  | Holding the Labour Government to Account                                                    |  | Support              |
|                                                        | 146A |                                                                                             |  | Wrong date           |
|                                                        | 146B |                                                                                             |  | Support              |
|                                                        | 146C |                                                                                             |  | Wrong date           |
|                                                        | 147  | Unite against the Far Right                                                                 |  | Support              |
|                                                        | 149  | Right to Protest                                                                            |  | Support              |
|                                                        | 150  | Anti-protest Legislation                                                                    |  | Support              |
| <b>L: UNION ADMINISTRATION AND MEMBERSHIP SERVICES</b> |      |                                                                                             |  |                      |
| P128                                                   | 151  | Financial Policy                                                                            |  | Support if unamended |
|                                                        | 151A |                                                                                             |  | Oppose               |
|                                                        | 152  | Supporting members in dispute                                                               |  | Leave to Conference  |
|                                                        | 153  | Workers in struggle                                                                         |  | Leave to Conference  |
|                                                        | 154  | Strike pay while working                                                                    |  | Support              |
|                                                        | 155  | Far Right and Education                                                                     |  | Support              |
|                                                        | 156  | In house training for reps                                                                  |  | Oppose               |
|                                                        | 157  | H&S training                                                                                |  | Support              |
|                                                        | 158  | Social Model of Disability                                                                  |  | Ruled out of order   |
| p131                                                   | 159  | Unite training courses                                                                      |  | Support              |
|                                                        | 160  | RMP                                                                                         |  | Support              |
|                                                        | 161  | Transforming Unite the Union into an anti-racist organisation                               |  | Support              |
|                                                        | 163  | Better promotion of the lay structure within Unite                                          |  | Support              |
|                                                        | 164  | Creation of a New Member Welcome Pack to Outline Union Structure & Democratic Participation |  | Support              |
|                                                        | 165  | Creation of Written Policy and Guidance on Union Structures                                 |  | Support              |
|                                                        | 166  | Furthering organising and democratic transparency in Unite                                  |  | Leave to Conference  |
|                                                        | 167  | Furthering organising and democratic transparency in Unite                                  |  | Leave to Conference  |
|                                                        | 168  | Furthering organising and democratic transparency in Unite                                  |  | Leave to Conference  |
|                                                        | 169  | Fair payments for ASCs                                                                      |  | Remit or oppose      |
|                                                        | 170  | Hearing Loops                                                                               |  | Support              |
|                                                        | 171  | Inclusive and Accessible Workplaces                                                         |  | Support              |
|                                                        | 172  | Avoiding Scheduling Conflicts with Religious Holidays                                       |  | Support              |
|                                                        | 173  | Protecting Unite's Values on Social Media Platforms                                         |  | Oppose               |
|                                                        | 174  | Collusion with Blacklisting                                                                 |  | Support              |
|                                                        | 175  | Strengthening Unite's dignity and harassment policy                                         |  | Support              |
|                                                        | 176  | Inclusive Conferences                                                                       |  | Support              |
|                                                        | 177  | A Just Transition to a Green New Deal*                                                      |  | Support              |