CONFERENCE ARRANGEMENTS COMMITTEE

Addendum to CAC REPORT 2

Motions

Composite Motion 1 (Emergency Motion) – Glasgow City Council

Conference notes that on 24 September, Glasgow City Council stated that more than 20,000 workers could face dismissal and re-engagement by the end of the year.

Conference condemns this threat as potentially the biggest single act of fire and rehire in British history.

Conference recognises Glasgow's historic equal pay injustice and the continued failure of previous Labour administrations to deliver justice for working women.

Conference believes equal pay must mean better pay for women, not lower pay for men. It cannot mean creating new unfairness, cutting incomes or threatening mass dismissal. Fifty-six years after Barbara Castle introduced Labour's Equal Pay Act, women still face lengthy and costly battles for justice. Labour must finish the job and make equal pay a reality.

Conference commends the thousands of ordinary trade union members and representatives whose determined campaigning and collective bargaining over many years has challenged this discrimination, demonstrating that the fight for equal pay can raise all workers up.

Conference calls on Glasgow City Council to urgently rule out fire and rehire.

Conference calls on the Labour Government to:

- make equal pay reform an immediate legislative priority to deliver on our manifesto commitments, finish what Barbara Castle started and deliver economic justice for millions of working women across our country
- deliver the New Deal for Working People in full, without further dilution or delay, and finally end the scandal of fire and rehire.

Mover: UNISON
Seconder: GMB

Composite Motion 2 – Housing and Homelessness

Conference notes:

- In March 2026, 7,541 people were estimated to be sleeping rough. While this is a 2% reduction on the number sleeping rough in March 2025, long-term rough sleeping has increased.
- Reducing rough sleeping can help ease pressure on public services by reducing reliance on expensive crisis interventions.

Conference recognises the critical role that local and regional government plays in a wide range of aspects regarding housing, from social housing allocations and local plans to delivery of social and affordable housing and temporary accommodation for those in housing difficulty.

Conference further recognises Tory austerity and Brexit made housing challenges more acute, with many councils having fewer planning officers and the cost of labour and materials impacting housing delivery.

Conference notes in particular the damage to communities when developers use permitted development rights in a way which were never intended to do so, avoiding both the planning process and important contributions to communities through S106 contributions and Community Infrastructure Levy payments.

Conference further notes its deep concern about the growing number of families, including children, living in temporary accommodation, often in unsuitable, insecure conditions, and the unsustainable financial pressure this places on councils, and welcomes Government funding to reduce homelessness risk.

Conference believes that no one should have to sleep on the streets, and that everyone should have a route out of the cold.

Conference welcomes the commitment by Government to build 1.5 million homes.

Conference welcomes the Prime Minister's urgent national drive to end rough sleeping, and £442 million of new funding - taking the total investment made by this Labour Government in homelessness and rough sleeping services over the next three years to a record £4 billion. This will offer everyone who needs it a route off the streets by Christmas.

Conference also welcomes the commitment from the Prime Minister to end rough sleeping following his outstanding work as Mayor of Greater Manchester.

Conference calls on the Labour Government to:

- Pursue its mission to end rough sleeping in close partnership with councils, mayors and charities, so that decisions about how to provide support are made with those who know their communities best.

- Ensure help for people sleeping rough includes, where applicable, support to address mental health or addiction needs or help to find work.
- Establish what role leaders in business, charities, health, faith communities and others can play in ending rough sleeping, as part of the first national summit on this issue.
- Continue working closely with local and regional government to improve housing outcomes, learning from best practice
- Back local authorities to flexibly fund and build new homes, especially social housing, with the capacity to do so through planning and architecture officers
- Strengthen planning oversight to prevent unsuitable homes being created through permitted development rights.

Mover: LLRG
Seconder: Witham CLP

Composite Motion 3 – Tackling Knife Crime

Conference notes that knife crime devastates families and communities, particularly young people. Everyone deserves to feel safe in their neighbourhood, yet too many lives are lost or permanently changed by knife crime.

Conference believes that keeping communities safe means preventing young people from being drawn into violence, pursuing those who exploit children and carry dangerous weapons, and restoring visible policing. Conference believes that every child should have the opportunity to grow up feeling safe, supported and hopeful about their future.

Conference welcomes the progress the Labour Government has made:

knife crime has fallen by 8% in the last year and is down 12% since 2020;
knife homicides have fallen by 14% in the last year, to their lowest level since 1991;
hospital admissions caused by sharp object assaults have fallen by 14% compared with 2024;
more than 63,000 dangerous weapons have been removed from Britain's streets.

Conference welcomes the Government's Plan to halve knife crime, including Ronan's Law to strengthen controls on knife sales. Conference further welcomes the Neighbourhood Policing Guarantee, delivering more than 3,000 additional neighbourhood police to our streets.

Conference calls on the Labour Government to deliver:

13,000 extra neighbourhood police on our streets by the end of this Parliament;
the Young Futures programme, including new hubs and appropriate collaborations with providers of salient existing services, to identify vulnerable children earlier, prevent exploitation, and stop young people being drawn into serious violence by providing opportunities for lawful recreation;
tailored support for young offenders to reduce reoffending.

Mover: Basingstoke CLP
Seconder: Southend East and Rochford CLP

Composite Motion 4 – Reindustrialisation

Conference welcomes:

- The new Prime Minister and Chancellor's commitment to reindustrialisation as a key part of their economic vision to deliver growth and jobs in every postcode.
- The government's initiatives to drive a genuine manufacturing renaissance that reverses years of managed decline and the ongoing progress of Labour's Modern Industrial Strategy, which sets out how the Government will support our growth sectors, and sectors critical to our material resilience like agriculture, marine, critical minerals, energy and water, to drive forward the UK's economy and the future economic potential of regional towns.
- The launch of the Parliamentary Labour Party's Reindustrialisation Research Group.

Conference believes

- The UK's economic model in recent decades has hampered productivity, heightened regional inequality, and led to the decline of well-paid, unionised jobs.
- Recent global shocks, such as the Covid-19 pandemic, Russian invasion of Ukraine, and conflict in the Middle East, have demonstrated the importance of resilient supply chains and industrial capacity and secure national infrastructure.
- Reindustrialising the UK is essential for achieving growth in every postcode and bringing back hope, in coast and country as well as towns and cities.
- Sustainable economic growth must harness the transition to net zero and partnership between government and communities to return prosperity, pride and secure employment to the UK.

Conference calls on the Labour government to:

- Continue to deliver on the measures and targeted investment laid out in the Modern Industrial Strategy, providing certainty and stability for the sectors and foundational industries crucial to the UK's future growth, as well as backing working people and British businesses to deliver growth in every part of the country.
- Develop a 10-year plan, which sets out what more needs to be done to realise the Prime Minister's vision for a reindustrialised Britain with revived and modernised manufacturing hubs.
- Work with local government, trade unions, businesses and MPs to hand power back to communities and support every region to set clear and credible industrial ambitions.

Mover: Erewash CLP
Seconder: Truro and Falmouth CLP

Composite Motion 5 – VAWG

Conference welcomes:

Our government's commitment to halving Violence Against Women and Girls (VAWG) in a decade, and very detailed Home Office Policy Paper 'Freedom from violence and abuse'.

We applaud the manifesto's pledge that 'we will use every government tool available to target perpetrators and address the root causes of abuse and violence' and the guarantee that 'there will be specialist rape and sexual offences teams in every police force'.

Conference welcomes the Government's £1 billion investment over three years to support victims, including: £8.7 million funding announced in August 2026 for Rape Crisis England and Wales' 24/7 helpline; £550 million for specialist victim and witness services; £499 million for safe accommodation for domestic abuse victims.

Conference notes:

Conference notes that violence against women and girls (VAWG) is a national emergency. One in eight women experienced domestic abuse, sexual assault or stalking in the year ending March 2025. Too many victims still face barriers to reporting abuse, accessing support, and securing justice. Women's conference believes that every woman and girl deserves to live free from violence and abuse.

Young women in particular face higher rates of harassment in the night time economy, including spiking and stalking.

Violence, harassment, and abuse directed against women and girls remain at epidemic levels.

Survivors of sexual abuse are waiting, on average, 499 days for cases to be listed for trial.

Most violence against women and girls is perpetrated by men and national crime statistics show that on average 2–3 women a week in the UK are killed by a man, the majority by a current or former partner.

The Serious Crime Act 2015 recognises coercive and controlling behaviour as a form of domestic abuse, including physical, emotional and economic abuse, isolation and intimidation. Around 70% of women in prison or serving community sentences have experienced domestic abuse, with many offending as a direct consequence of coercion and abuse. Too often, survivors are criminalised rather than recognised as victims.

Domestic abuse costs the taxpayer £85 billion annually and affects 3.8 million adults, yet there is no statutory national regulatory framework governing commissioned domestic abuse providers. Survivors have no independent body to escalate complaints, and the Local Government Ombudsman has highlighted systemic delays.

Current UK hate crime laws protect characteristics such as race, religion, sexual orientation, disability and transgender identity, but exclude sex or gender.

The Ask for Angela scheme was created to ensure that if you're out in a licensed venue, you can discreetly receive support. The scheme is voluntary and not always rolled out

consistently, but some local authorities have made Ask for Angela a condition for granting new alcohol licenses.

Conference believes:

Action must be taken to combat all forms of violence and unacceptable behaviour young women face in public spaces, including spiking and stalking.

Tackling VAWG requires society to come together: preventing violence before it starts, bearing down on perpetrators and ensuring victims are supported.

Specialist sexual offences courts, giving priority listing for rape cases, will address a courtroom culture that so affronts both victims and witnesses that they either don't come forward or they back out.

Current terminology reinforces a culture in which women and girls are expected to modify their behaviour to avoid harm, rather than requiring men and boys to change the behaviours that cause harm.

Those who are coerced into offending by abusive partners should receive the same legal protection as victims of trafficking and modern slavery.

Recognising misogyny as a hate crime could protect victims, deter offenders and send a clear message that gender-based hostility is unacceptable.

Misogyny harms wider communities and restricts the safety and freedom of women and girls in public spaces, educational institutions and online.

Conference believes survivors deserve consistent, safe, trauma-informed services. Poor responses can be life-threatening, with 68% experiencing service-generated trauma. A regulator would set national standards and ensure transparent complaints processes, enable independent investigation, and enforce improvement.

Conference calls for:

- Rollout Raneem's Law and domestic Abuse Protection Orders and expand Victims' Right to Review scheme for rape and serious sexual offences.
- Improve consent and sexual harassment awareness training across Higher and Further education, while providing practical guidance on responding to harassment.
- Invest in modern street lighting, reliable night-time transport, and accessible monitored emergency help points.
- Safety training for staff working at night life venues and in public transport, equipping them to identify signs of spiking and harassment, and execute safe intervention procedures.
- Specialist sexual offences courts, giving priority listing for rape cases, and fast-track justice.
- Perpetrator-focused approaches in prevention, early intervention, and rehabilitation, ensuring that responsibility for ending violence is placed on those who commit it, not those who experience it.
- Fund support for survivors and record crimes motivated by misogyny as hate crimes.

- Coercive control to be recognised by police, prosecutors and courts when making charging and sentencing decisions and with training.
- A statutory defence for victims of coercive and controlling behaviour who are compelled to offend by their abuser and a trauma informed approach across the criminal justice system.
- Safe, trauma-informed, and accountable support services for every survivor, embed survivor voice, and study the case for a National Domestic Abuse Services Regulator.
- A review of the licensing system and the impact of the Ask for Angela scheme across the UK.

Mover: St Helens North CLP
Seconder: Ely and East Cambridgeshire CLP

Composite Motion 6 – Fairness for Older Workers

Conference notes that:

- The UK has an ageing population, with increasing numbers of people approaching retirement age.
- Older workers often face barriers to remaining economically active, including age discrimination, outdated working practices, caring responsibilities, health challenges, and lack of flexible opportunities.

Conference believes that:

- People should be given the freedom to work for as long as they choose to, with dignity, security, and fair treatment.
- Older workers bring valuable skills, experience and knowledge to the workforce, that can benefit the wider economy and society.
- The Government has a role to play in ensuring that workers are treated equally and valued at every stage of their lives.

Conference calls on the Labour Government to:

- Work with employers to help them better support people above state pension age to remain part of their workforce.
- Ensure that employment support programmes recognise the specific barriers faced by older workers.
- Encourage lifelong learning and flexible learning opportunities.

Mover: Chippenham CLP
Seconder: North Norfolk CLP

Composite Motion 7 – Insourcing and Public Ownership

Conference is pleased that on 1 September, the Prime Minister reaffirmed that the Labour manifesto committed the government to support for the greatest wave of insourcing in a generation.

However, conference is concerned that there is as yet no clear strategy for meeting this commitment.

The forthcoming two-tier code and the public interest test do not apply to wholly owned subsidiaries, despite a manifesto commitment.

This means that many across the public sector will not benefit from these protections and incentives will remain for public sector organisations to make savings through lowering the terms and conditions of outsourced workers.

In addition, the public interest test, published in June, is only guidance and, along with the requirement for contracting authorities to develop insourcing strategies, will only apply to central government contracts – not the wider public sector.

Conference believes devolved power must be built on full funding and insourcing, creating good, stable employment.

Conference notes with concern the announcement by DB Cargo UK on 17 August of their intention to sell the entirety of their business.

DB Cargo UK holds the contracts for a number of Network Rail's train operations that have been outsourced.

The sale not only puts at risk thousands of jobs, but it also carries risks across the supply chain. DB Cargo UK owns many locomotives and wagons alongside rail adjacent and connected land. If these assets are sold off, the capacity for the railway as a public service to support new jobs and growth in every postcode could be lost. This could also severely harm the government's 40% growth target for rail freight, set on September 8.

Conference welcomes the Labour government's progress on Great British Railways (GBR), taking franchised passenger services back in-house where they belong and notes that the Passenger Railways Services (Public Ownership) Act represents the first step in the Government's insourcing agenda.

Rail freight should also be insourced alongside this. Great British Railways presents an opportunity to bring the outsourced train operations back into public ownership

However, Conference believes there are lessons about how this should be managed from the transition to GBR, and is alarmed by:

1. Proposed 870 job cuts at Network Rail (NR) and removing 2000 jobs before movement to GBR, and job cuts at Southeastern;

2. Trade union derecognition in some TUPEs preparing for the transition, such as from NR to Platform 4;
3. Uncertainty about the new structures, pensions, and future terms and conditions;
4. Inadequate British Transport Police budgets.

Conference calls on Government to:

i. Halt job losses at NR, Southeastern and in the wider transition to GBR;
ii. Reverse cuts to NR, DfT, and BTP budgets;
iii. Protect jobs, pay, pensions, terms, conditions and travel facilities in the transition to GBR;
iv. Ensure all workers moving into GBR, including management grades, are covered by collective bargaining agreements;
v. Table a new Procurement Bill to end fragmentation of public services, and protect insourced workers' pay, pensions, terms and conditions and give the public interest test legislative teeth.
vi. Protect jobs at DB Cargo UK that could be at risk.
vii. To set out plans to bring the rail freight back in-house by expanding publicly owned rail freight.
viii. To insource all Network Rail train operations, including those currently contracted to DB Cargo UK.

Conference further notes that insourcing can deliver better value for money, greater transparency, accountability and workforce stability, while supporting fair treatment of workers, trade union recognition and collective bargaining.

Conference notes that many public services continue to be delivered through outsourced contracts, including in local government, health and rail, and that significant contracts continue to be outsourced at national, regional and local level. Conference understands that in Network Rail (NR), subcontracting is rife. Most recently, subcontracting from NR to QTS to Vames has seen job losses, and TUPEd workers have been allocated to inappropriate roles.

Profit extraction has no place in public services.

Conference resolves that, between now and the next General Election, the Labour Government, Labour-led regional authorities and Labour councils should work with trade unions to act with urgency to insource now:

1) delivering a strategy and timetable for delivery of the biggest wave of insourcing in a generation;
2) ensuring that the government insourcing agenda is public sector wide – not just related to central government contracts;
3) Ensure procurement supports good jobs, trade union recognition, collective bargaining and high employment standards;

4) Deliver the biggest wave of public service insourcing for a generation.

Mover: UNISON
Seconder: ASLEF

Composite Motion 8 – Reindustrialising our Communities

Conference welcomes the new Prime Minister's commitment that public spending must back British jobs and skills in every postcode.

Conference further welcomes the Government announcement of 5th August 2026 that businesses bidding for Government contracts will be judged on their commitment to creating high-quality British jobs, tackling local skills shortages, and supporting young people into apprenticeships and work placements.

Conference believes investment should drive reindustrialisation, support British manufacturing and create unionised jobs.

Britain's housing crisis is a national emergency. Too many homes are poorly insulated; freezing in winter, overheating in summer. Nearly all our 29 million homes need improvement.

Clearing social housing waiting lists at the current rate would take over a century, whilst housing costs drive poverty and leave young people living longer with parents.

Conference believes public investment in building and retrofitting homes can tackle this crisis, strengthen domestic supply chains, support British manufacturing, create good, unionised jobs, rebuild Britain's industrial base and deliver economic growth.

Labour's Modern Industrial Strategy highlights the importance of foundational industries like steel and the Government's Steel Strategy recognises its role as the backbone of Britain's reindustrialisation, underpinning growth-driving sectors from advanced manufacturing and clean energy to defence and digital technologies, while supporting steel communities across the country.

Conference further notes the commitments made in Labour's 2024 manifesto to align procurement and trade policy with the priorities of the Modern Industrial Strategy.

Conference notes public procurement accounts for £90 billion of economic value in the UK every year, representing a significant opportunity to support growth and create jobs.

Conference believes labour's investment in defence, energy, housing and infrastructure provides a historic opportunity to rebuild Britain's industrial capacity, create thousands of good, unionised jobs and drive good growth in every postcode.

However, recent procurement decisions again demonstrate that public investment is not always benefiting UK workers, skills and supply chains. Strategically important contracts continue to be awarded overseas while UK shipyards, steelworks, manufacturers and supply chains with the skills and capacity to undertake the work are left without orders.

Too often public money has been wasted on importing carbon-intensive steel from abroad rather than strengthening the industry at home. This mistake has cost thousands of jobs through de-industrialisation in communities that need them most, and it has

exacerbated our reliance on strategic rivals for key inputs to our defence industrial base, energy sector and critical infrastructure.

Apparent savings from overseas procurement are a false economy when employment, skills, tax revenues, resilient supply chains and domestic industrial capability are ignored.

While Labour has initiated positive reforms to public procurement, these must go further and deeper if we are to reindustrialise our steel communities using the long-term demand signals that Government investment can provide.

Conference believes procurement must be an active instrument of Labour's industrial strategy. Government investment must carry clear expectations that companies benefiting from public money provide good-quality employment, recognise trade unions, invest in skills and maximise UK supply-chain opportunities.

Conference resolves to campaign for:

- A large-scale council housebuilding programme, with guaranteed funding to build or acquire at least 90,000 social rent homes each year, using direct employment.
- A publicly funded national retrofitting programme to upgrade homes, learning from the UK's ECO4 issues to create good jobs and upskill workers across the construction and retrofit sectors, under the relevant National Working Rule Agreements.
- Procurement prioritising British-based providers, supporting domestic manufacturing, good jobs and unionised supply chains, maximising public investment benefits.
- Increasing bona fide apprenticeships and deliver new training facilities.
- Ending Right to Buy and cancelling council housing debt, freeing resources for building and maintenance.
- Greater tenant rights, stronger regulation, secure tenancies, social rents and caps on service charges and above-inflation rent rises.

Conference calls on the Labour Government to urgently:

- Drive Britain's reindustrialisation by meeting the ambitions of the Steel Strategy as soon as possible;
- Increase domestic steel procurement in public investment, including in the construction of housing, energy infrastructure and railways; and
- Expand public procurement requirements to cover state-funded projects that do not fall under the public procurement regime.
- Bring forward a new procurement bill to strengthen procurement policy and ensure that public contracts promote trade union access, recognition and collective bargaining alongside domestic industrial capacity, employment and skills;
- Maximise UK content and supply-chain opportunities in publicly funded energy, defence, housing and infrastructure projects.

- Remove legislative and regulatory barriers preventing public procurement being used strategically to support British industry and unionised jobs.

Mover: GMB

Seconder: Unite

Composite Motion 9 – AI in the Interests of Working People

Conference notes the TUC's September 2026 call for workers and trade unions to shape AI-related change.

AI is transforming society and work, yet Government policy has failed to ensure its deployment is subject to democratic oversight and worker involvement. The benefits are increasingly captured by Big Tech, while harms including job losses, deskilling, surveillance, exploitation and inequality are borne by working people.

Conference believes AI should raise living standards, strengthen public services and empower working people, rather than undermine employment and concentrate economic and political power. Its use must be guided by the public interest, with workers and trade unions having a meaningful say.

Conference therefore calls on the Government to:

1. Establish an independent AI regulator with robust enforcement powers, tasked with ensuring AI protects workers' rights, the environment, public safety, privacy and economic wellbeing.
2. Introduce a National AI Plan setting out a strategy placing household prosperity alongside economic growth and national security, promoting workers' rights, public safety and sovereign assets while resisting undue influence from Big Tech.
3. Increase public ownership and democratic control of strategic AI assets and infrastructure, including national datasets, with trade unions represented on governing boards.
4. Prevent AI-driven offshoring, requiring employers to demonstrate that AI restructuring will not undermine UK employment and conditions.
5. Give recognised trade unions the right to negotiate and agree the introduction and use of AI in the workplace.
6. Ensure trade unions are embedded in decisions over the development, procurement and deployment of AI across public services.

Mover: CWU

Composite Motion 10 – Opportunities for Young Workers

Conference is deeply concerned by the economic challenges facing young workers. The latest figures, released on 18 August 2026, show 600,000 young people aged 18-24 are struggling to find work as entry level vacancies have halved over the last decade.

Every young worker deserves the opportunity to build a secure future through a good job that provides decent pay, guaranteed hours, high-quality training, pathways for progression and a meaningful voice at work. Conference notes its disappointment that the Labour Government is looking to place limits on the right to a guaranteed hours contract and rejects calls from the business lobby to rollback employment rights for young workers.

Conference welcomes the Labour Government's £2.5 billion investment in the youth jobs guarantee. Conference also welcomes the steps the government has taken to address this challenge, including plans to give 14-year-olds early access to technical education and open 360 new Youth Hubs by 2029, providing wraparound education, welfare, and employment support. The BBC is the biggest employer and engager of young musicians in the UK. BBC Introducing, BBC Young Composer and BBC Young Traditional Musician provide opportunities that can build international careers.

The BBC has already been dealing with real terms funding cuts and any further reduction would threaten the opportunities open to young workers.

The UK's world leading music industry also faces major risks, threatening an industry that generates £8 billion for the UK economy and creates over 200,000 jobs.
Young musicians are facing a growing number of barriers to forging a career. Not only is AI threatening their livelihoods and music streaming not producing sufficient income, but employment opportunities are also diminishing.

Rising costs of domestic touring have caused major issues for young musicians, who now find it harder to build a fanbase through gigging.

Since most young musicians are self-employed, many are working at under minimum wage levels, often being asked to work for free in return for exposure. Musicians need the Government to support their careers, before they become completely unviable.

Government support for industries like retail, who employ large numbers of young people, is crucial to protect vital local routes of entry into employment. Conference believes that the government must build upon the actions that it is already taking to ensure this issue is tackled with the boldness and urgency that is required.

Conference calls on the Government to:

- Deliver on the commitment to equalise National Minimum Wage rates for workers from the age of 18 as soon as possible.

- Ensure the guaranteed hours commitments from Make Work Pay are delivered in full, including the right to a contract that reflects the number of hours regularly worked, for all workers up to and including full-time workers.
- Introduce tighter regulation around automated hiring and a right for unions to be consulted on the use of AI and new technology at work.
- Take forward a programme of high quality, secure jobs for young workers right across the economy.
- ensure the BBC remains properly funded, and that the Charter contains clear commitments to music
- Expand the provision of mental health support across educational settings; tackling the underlying health conditions that pose a barrier to employment at their roots
- Increase funding for, and access to, further education, with a particular emphasis on engagement with those who do not initially obtain basic qualifications at age 16 - Refocus the provision of funding for apprenticeships and vocational training towards programmes ringfenced for young people, in recognition of the particularly acute challenges facing this cohort
- Commit to the extensive provision of proactive wraparound support for all young people at risk of long-term unemployment, including those not currently claiming benefits, to prevent protracted disengagement
- Undertake to engage with employers, small and medium enterprises, government agencies, and education providers to increase the availability and accessibility of graduate employment opportunities, including graduate schemes, training courses, and paid internships

Mover: USDAW
Seconder: Musicians' Union

Composite Motion 11 – Rebuilding our Economy for Working People

This conference believes that:

- we need an economy for the working class,
- the UK retail sector is an essential part of our economic and community infrastructure
- Royal Mail is a vital public service facing existential challenges.

For decades politicians of all parties have too often ignored the plight of working-class communities. The offshoring of large parts of our manufacturing base and an over reliance on the free market, has led to decay and many working-class people looking elsewhere for answers. As a result, we note with alarm the rise of the far right, including masked gangs threatening lifesaving volunteers, and believe that democracy itself is now under threat.

Retail closures have left shop vacancies within our communities and workers facing redundancy. 122,682 physical retail stores closed between 2016 and 2025. Conference further notes the Business and Trade Select Committee's May 2026 report, *The regulation of postal services*, which found that Royal Mail's service is unacceptable, Ofcom is failing as postal regulator, and reform of the Universal Service Obligation is essential.

Conference believes that a thriving retail sector must be a central element of Labour's Plan to deliver growth in every postcode. Conference continues to believe Royal Mail is requiring a new vision that secures its future in the interests of customers, communities and workers, while utilising its national infrastructure and trusted workforce to create social and economic value for the UK.

It is only through delivering a programme of fundamental change in lockstep with the interests of the working class that decline can be reversed.

The working class must finally be put to the front of the political queue before it is too late. We need good jobs and a decent standard of living.

To that end, Conference calls on the Government to:

- Scrapping the unfair stealth tax to end the freeze on tax allowances to put more money into workers and pensioners pockets.
- Boosting public investment by at least 1% of GDP, to arrest decline and deliver the jobs of tomorrow.
- Overhauling public procurement rules to buy British and defend, create and increase the number of jobs.
- An immediate cut in household and industrial energy bills paid for by the profits of the big energy firms.
- Introduction of a wealth tax.
- A windfall tax on the banks.

- Continue to recognise the importance of the retail sector within the UK's economic and community infrastructure.
- Reform business rates, tackling the uneven playing field between online and bricks-and-mortar retailers, including exempting all bricks-and-mortar shops from the higher business rates multiplier.
- Support the sector with the impact of the crisis in the Middle East through taking action on energy costs for businesses and customers, protecting consumer confidence.
- Develop an industrial strategy and skills plan for the retail sector, as a key employer in communities, by engaging with retail workers through their unions and creating a new and effective Union Learning Fund.
- Fully implement the Select Committee's report recommendations of the Business and Trade Select Committee's May 2026 report.
- Create a level playing field by introducing a single status of worker and sectoral collective bargaining, ending the race to the bottom based on bogus self-employment, insecure work and low pay.
- Establish a new regulatory framework that puts universal service, investment, quality of service and sector-wide employment standards ahead of competition, and reviews downstream access arrangements.
- Build on the Government's golden share by developing a new ownership and governance model for Royal Mail, with democratic public control and oversight and worker and customer representation, supporting investment, diversification, growth and public value.
- Bring Royal Mail and the Post Office back together, creating a stronger national network delivering postal, banking, government and community services.

Mover: Unite
Seconder: USDAW

Composite Motion 12 – Public Services (1)

Conference welcomes the Prime Minister's statement on 1 September regarding Social Care that recognised "the first stage of any social care reform should be workforce reform to create the foundation on which to build a new approach and a more preventive, higher quality service that actually keeps people out of hospital."

Conference notes that on 16 September 2026 the Government announced around £500 million to fully fund the 2026 teachers' pay award, relying on savings generated by reductions in employer contributions to the Local Government Pension Scheme, which covers school support staff.

School support staff are essential to our education system but have faced decades of undervaluation, inconsistent job grading pay structures which fail to properly recognise the work they do.

Conference agrees with the Prime Minister that it starts with care worker's pay, terms and conditions, their prospects for progression and welcomes the progress made to create the Adult Social Care Negotiating Body in England and welcomes the re-establishment of the School Support Staff Negotiating Body (SSSNB), following years of campaigning by GMB, UNISON and Unite.

Conference notes the £500m promised to fund the first Fair Pay Agreement.

However, Conference believes strongly that this will not solve the recruitment and retention crisis engulfing the sector. Labour promised a national approach to job evaluation, role profiles and pay, which is essential to delivering fair and consistent treatment for school support staff and ensuring the SSSNB fulfils the ambition for which it was created and needs to be delivered during this Parliament.

Migrant care workers employed under the Health and Care Worker visa were asked to come to the UK by the British Government to fill the void in social care. They were told that if they worked for 5 years, paid tax and national insurance, they would be allowed to apply for Indefinite leave to remain.
In 2025 the Home Office announced that it was proposing to extend the qualifying time to be able to claim ILR to 10 years for some health workers and to 15 years for care workers. The change will apply retrospectively to migrants already working here.

Migrant care workers are tied to one sponsor (employer) which must have a government sponsorship licence. Migrants are often exploited by ruthless employers that underpay them and then threaten to cancel their sponsorship when they complain. When migrants lose sponsorship they only have 60 days to find a new employer or face being deported. This also applies when migrants become unemployed because their employer has had its sponsorship licence revoked.

Conference believes;

Migrant care workers came to the UK in good faith believing they could apply for ILR after 5 years service and have a legitimate expectation to be able to do so.

Therefore, Conference calls for:

- additional money, as a priority, to make the first FPA work in a meaningful way;
- a collective pension scheme for the sector, linked to FPA, which helps recruit staff and reward those dedicating their working lives providing Care in our communities;
- Properly fund all schools' workers' pay and pensions without cutting school budgets and restore lost employer pension contributions to school support staff.
- a National Care Service that puts people before profit;
- funding to build a National Care Service that can deliver for all.
- immediately commence work - with the recognised school support staff unions - GMB, UNISON and Unite through the SSSNB on national job evaluation, role profiles, a national pay and grading framework backed up by sufficient central funding;
- Clearly and publicly reject forced academisation as a failed education policy

Conference further recognises the key role of migrant workers in the Care sector and calls for:

- a rights-based sector-wide visa scheme for social care to ensure migrant care workers are not trapped by exploitative employers and enabling workers to challenge bad employers without the threat of deportation;
- no retrospective application of ILR rules to migrant care and other low-paid workers;
- retain the five-year route to settlement for workers;

Mover: UNISON
Seconder: GMB

Composite Motion 13 – Public Services (2)

Conference notes the devastating wildfires across the UK this summer which destroyed homes, farmland, workplaces and infrastructure.

Conference applauds the courageous response from firefighters tackling wildfires across the UK including in Stourbridge, Bleanavon, the New Forest and Suffolk.

Conference notes that a changing climate makes extreme weather, including the drought that allowed wildfires to flourish more common.

Conference deplores the arduous conditions faced by firefighters and other workers tackling these wildfires, working long shifts without relief and fighting wildfires with PPE designed for housefires, leading to heat exhaustion and hospitalisations.

Conference also notes military intervention was needed in South Wales on August 17, as cuts have left fire and rescue services without the necessary personnel to respond effectively.

Conference notes that like all our public services, the fire and rescue service has been decimated by 14 years of austerity. Since 2010 one in five firefighters have been cut, and firefighters lack the equipment they need to respond to incidents effectively.

Conference calls on the government for an urgent investment in our fire and rescue service; to recruit 5,000 firefighters, to ensure every firefighter has the specialist lightweight PPE needed for wildfires and introduce nationally recognised wildfire training.

Conference welcomes the Prime Minister's commitment to chair a wildfire summit and calls on the government to use this summit to work with the FBU to ensure firefighters are better equipped for any wildfires that may occur in 2027 and beyond.

Mover: FBU

Composite Motion 14 – Buses

Conference believes buses are a lifeline for many people in urban and rural areas – making it easier to access work, education and healthcare.

Conference further believes that no one should be priced out of good transport links.

Conference notes that the absence or prohibitive cost of reliable public transport is holding young people back from accessing employment, education and training, as well as enrichment opportunities. Conference notes that free or affordable bus travel for young people would significantly help to create opportunities for young people in full-time education, or in training/apprenticeships, or in their first year of full-time work.

Conference welcomes the Labour Government's action to bring back hope and give people much needed breathing space on the cost of living through work to make bus travel better, more affordable and more accessible.

Conference notes that the Government is fulfilling its manifesto commitments to take back control of buses through the Bus Services Act.

Conference supports the £2 cap on bus tickets announced in Andy Burnham's first week in office.

Conference welcomes the Government:

- Committing to free bus travel for disabled people all day every day across England;
- Delivering free bus travel for kids this summer;
- Giving local leaders control over buses.

Conference calls on the Labour Government to continue to deliver better, affordable, reliable buses, putting power back into the hands of communities.

In rural areas it's vital that bus services receive the same urgency of improvement.

Conference backs Andy Burnham's commitment to build a country for everyone, everywhere.

Mover: Bishop Auckland CLP
Seconder: Huntingdon CLP