



The
One Hundred and Seventh
Annual Conference
Yarnfield 2026

Annual Report 2025
and
Treasurer's Report 2025

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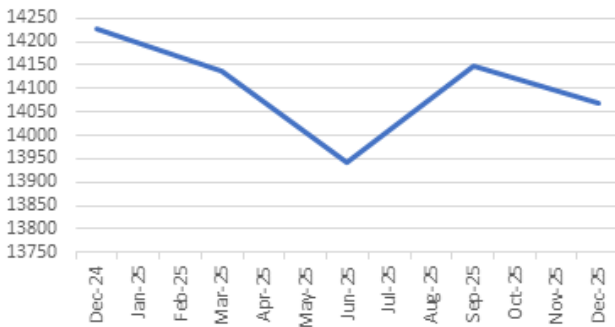
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NATIONAL ISSUES

Paying Membership

Region	Dec 2024	Mar 2025	Jun 2025	Sep 2025	Dec 2025	Annual Difference
1	1532	1549	1567	1619	1627	+95
2	2010	2020	2008	2042	2028	+18
3	3760	3750	3613	3683	3681	-79
4	2500	2524	2487	2537	2506	+6
5	3839	3685	3626	2637	3621	-218
7	321	340	346	321	295	-26
Branch 600	245	243	242	243	235	-10
Branch 601	25	26	52	67	76	+51
National	14226	14137	13941	14149	14069	-157

National Membership between Dec 24 and Dec 25

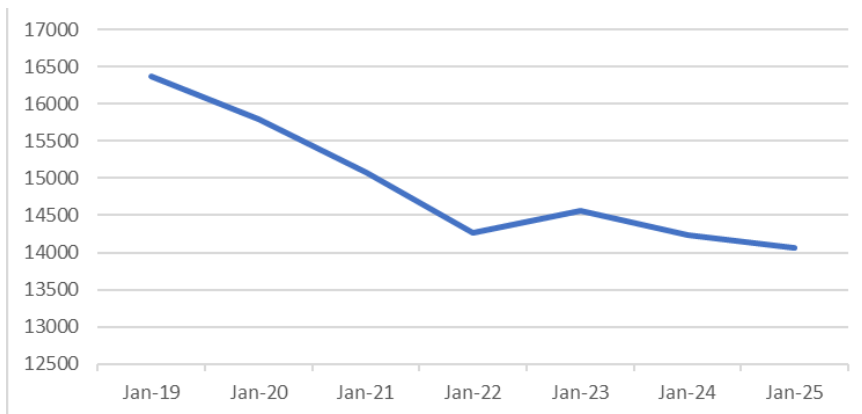


- 2243 people became BFAWU members in 2025.
- 1507 members joined our great union using the online joining option.

Pattern since 2019

Region	Dec 2019	Dec 2020	Dec 2021	Dec 2022	Dec 2023	Dec 2024	Dec 2025	Annual Difference
1	1747	1641	1562	1430	1606	1532	1627	-120
2	2251	2267	2072	1970	2016	2010	2028	-223
3	4297	4080	3957	3792	3801	3760	3681	-616
4	3071	2936	2877	2698	2683	2500	2506	-565
5	4584	4492	4194	4003	3893	3839	3621	-963
7	417	383	411	366	378	321	295	-122
Branch 600	0	0	0	0	170	245	235	235
Branch 601	0	0	0	0	14	25	76	+76
National (paid)	16367	15799	15073	14259	14561	14232	14069	-2298

**National (paid) membership
between December 2019 and
December 2025**



Affiliations/Donations

As a union there are several organisation’s that we affiliate to, and donations we make throughout the year, we also make payments to members upon receiving appeals on behalf of them to regional councils.

In 2025 the Executive gave out grants to 10 members who applied initially through their regional council for an emergency grant, and were then referred to the Executive Council for consideration too.

Affiliation

National Pensioners Convention

Trade Union Coordinating Group

Campaign for Trade Union Freedom

Justice for Columbia

Unions 21

Institute of Employment Rights

Marx Memorial Library

STAMMA

Labour Research Department

Nicaragua Solidarity

Palestine Solidarity Campaign

Cuba Solidarity

TUC Campaign Against Climate Change

Amnesty International

Stop the War

Strike Map

EFFATT

GFTU

Mechanics Centre Trust

Earth Strike

Amnesty International

Donation

Anaesthetists United Legal Review

Dave Chapple Book

The Coal beneath our feet film

Durham Miners Gala Brochure

Union Insurance services

Durham Miners Gala Brochure

People’s assembly demo

Banner Theatre financial appeal

IUF women journalists in Afghanistan

Keep Our NHS public

Cardiff Transformed

Major Latin America event at TUC Congress

General Strike Centenary and train wreckers 2026

Save Liverpool Womens Hospital

Mary Quaille Club publication project

Welsh Conference

Trade Union support for an independent PIP review

UWU strike fund donation for members at the GESH trust

Hazards Conference

With Banners Held High

York Disabled Workers Cooperative Christmas Appeal

Ellen Strange Booklet

People’s Assembly

Mottram Estate tenant and resident association

Time to be out Appeal

Reps Training

Rep applying for and attending training has continued to grow in 2025, whilst we can't immediately track when reps attend TUC training, we can with the GFTU.

Between January and December 104 reps and activists applied to attend a GFTU course, from the reps training to the Summer School and everything in between.

Out of the 104, 9 withdrew from attending which means that 95 BFAWU reps applied to receive training through the GFTU in 2025.

This number increases when factoring in the TUC, ICTU, STUC and WTUC reps and activist's courses that are available too.

Communications

Foodworker



Leaflets and Posters

Leaflets and posters help us to portray a message quickly and clearly, they can be used on social media as well as in physical form! Some of our officials and branches have gotten creative in 2025 adding to the fantastic portfolio of leaflets we have available for branches and regions to utilise!



Digital comms

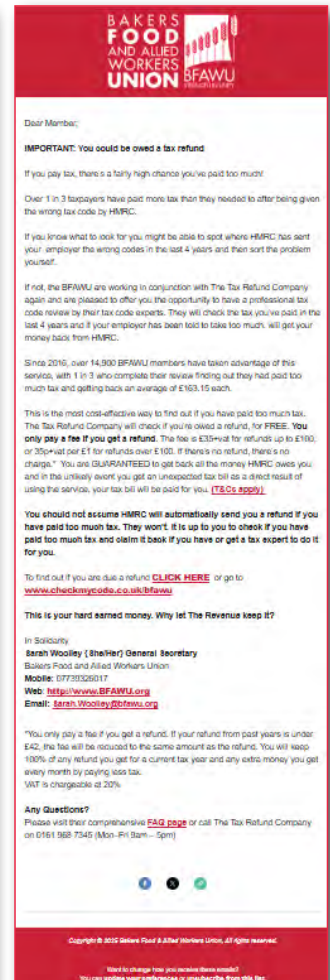
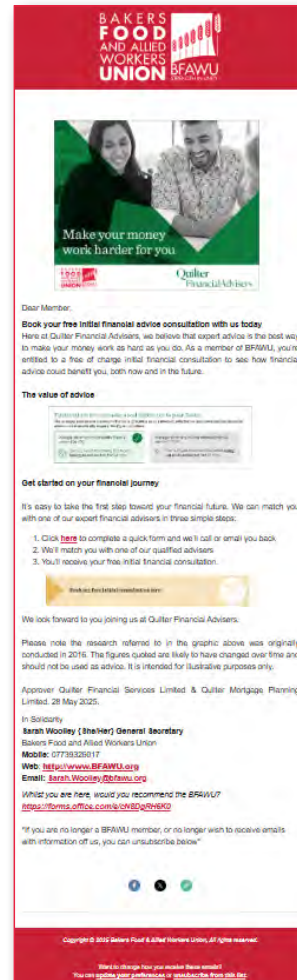
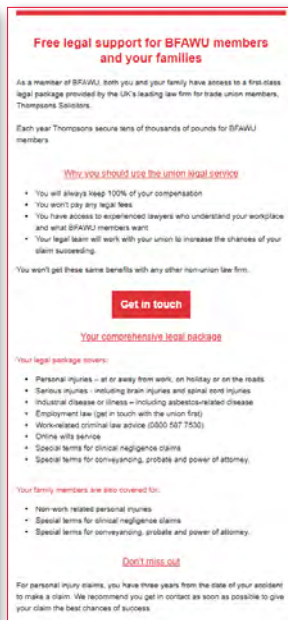
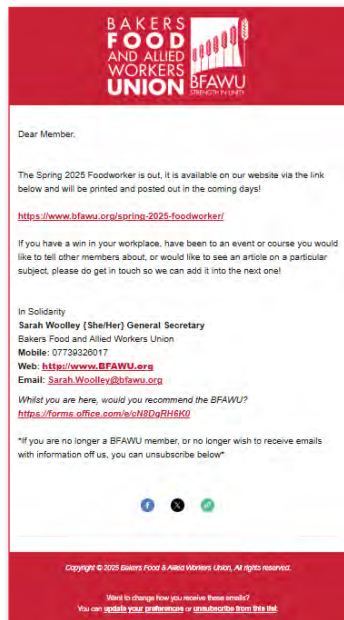
Mail Chimp

We sent over 55 all member emails out during 2025. Alongside that we sent targeted emails to our young members, members who work in McDonalds, Gregg's members, district branch members and attendees of the various Network meetings we run as well as to Women members, Union learner Reps and some specific branch and regional ones too!

We started the year with 14,596 email addresses and ended the year with 16,696.

13,131 of those are subscribed to receive our emails, though we know some of those are old, out of date or bounce back when we send them, so we still have some work to do, if you aren't receiving our emails, please do make sure you let your branch secretary know your correct email address.

This year has dropped to a 18.5% open rate, and an average click rate of 0.65% so we will do some work on how we engage more with members through this channel through 2026/2027 and ensure the content you are receiving is useful to you.



BFAWU Social Media

These QR Codes will take you to all the relevant National Social Media Accounts so that you can like them and share them and the relevant sections of the Website, so you can find out more information!

National Accounts



Women



Green



BFAWU Learn



Young Members



LGBTQ+



In 2025, we engaged with **Sprout Social** to support us with consistent posting across a number of accounts and platforms, this has seen a huge increase in engagement with our accounts with a 5.2% increase on our main Facebook page audience, and a 254% increase in people commenting on, sharing or liking our pages, widening our reach further and further.

We have had people join the union after seeing some of our posts on various platforms as people tend to look at social media as well as websites these days!

BFAWU on X

For the time being we are still present on X formally Twitter, whilst it isn't our 'go to' social media platform as it has become more toxic over the last few years, it is important to us that we have a presence across the platforms where our members are and not leave the far right in a space on their own without challenge.

BFAWU on TikTok

We definitely haven't progressed this channel anywhere near enough there is a huge opportunity for short snappy engaging videos that can be shared, covering a wide range of topics..

BFAWU on Facebook

This is by far our biggest platform, though we have seen a rise in comments through 2025, especially when we have posted about Palestine or the Far Right!



BFAWU on Instagram

We are still getting to grips with this platform, though are now consistently posting content across all the channels we have ownership for, we are working on linking the main Facebook Page up with the Unions main Instagram account, though we didn't set up the page internally, so it is taking a little bit of time.

BFAWU on BlueSky

We are engaging on this platform, one of the most recent ones to be developed, it has not picked up as quickly as some thought it would, but we post regularly and get a few likes, shares and comments too There are also branch and regional Facebook pages that you can follow too across all of the platforms, the more that we like and share each other's content the more our amazing work will get out there!

Circulars

Circulars are our internal mechanism to send information out, these typically go to branch secretaries, full-time officials, the executive council and regional clerical staff.

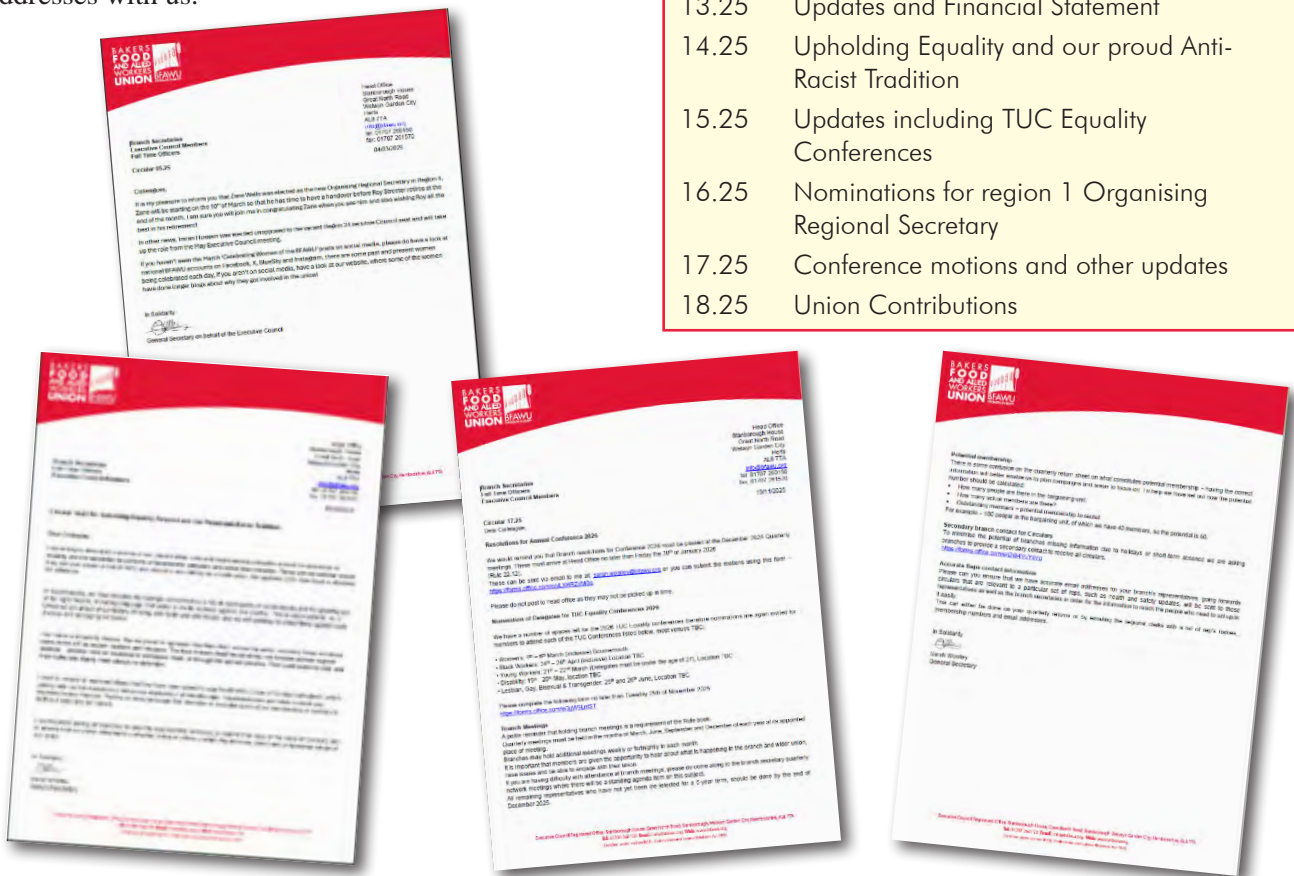
We sent out 15 circulars in 2024— mainly standard ones relating to Conference or legal requirements. This is an increase on the year before and was complemented with all member emails as well as targeted emails to different groups of members.

Branches have been asked for secondary circular email addresses to ensure nothing is missed if the branch secretary is on holiday!

We are also going to grow the list so that we can send out circulars to specific reps as well as to the branch so please make sure your health and safety reps, shop stewards and Union learner reps update their email addresses with us.

Circular List

- 01.25 General Secretary Election
- 02.25 Conference Delegates/Conference Delegate forms
- 03.25 Annual Conference Award Nominations
- 04.25 Preliminary Agenda
- 05.25 Region 4 Organising Regional Secretary notification
- 06.25 Executive Council Statements
- 07.25 Reminder of Trades Councils and Conference paperwork
- 08.25 Recall Notice for email sent in error
- 09.25 Political Economy Course
- 10.25 Nominations for R5 Executive Council member
- 11.25 Quarterly Branch Secretary returns
- 12.25 Region 5 Executive Council member Elections
- 13.25 Updates and Financial Statement
- 14.25 Upholding Equality and our proud Anti-Racist Tradition
- 15.25 Updates including TUC Equality Conferences
- 16.25 Nominations for region 1 Organising Regional Secretary
- 17.25 Conference motions and other updates
- 18.25 Union Contributions



WhatsApp



We are utilising WhatsApp more now thanks to the pandemic, there are a number of national reps groups – Allied, Greggs and Hovis, and each district branch now has a WhatsApp group to ensure we are getting information to as many members as possible.

Get in touch with your Full time official if you are a rep and aren't in either a branch, regional or national WhatsApp group and they will make sure you are added.

Website

We have a range of resources and information on our website, including updated reports and blogs from our Partners, all the union events during the year and much more,.

If you haven't visited the website yet you can do so at:

www.bfawu.org

Over 28,800 people visited our website in 2025, which is an increase of 48% on 2024, the contact page, membership benefits, About and Why Join are the most visited pages after the initial home page – is there anything missing from the website you would like to see on it?

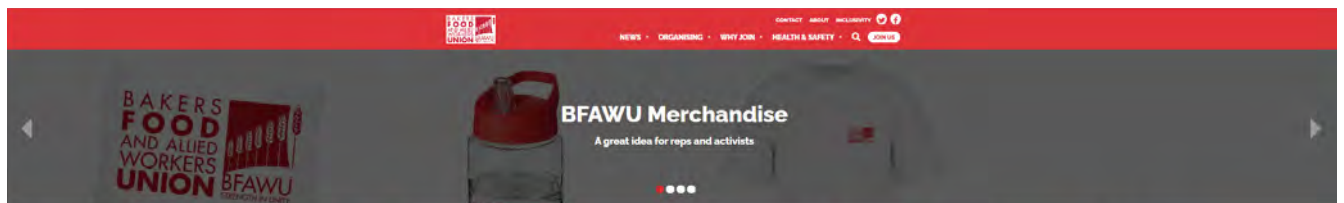
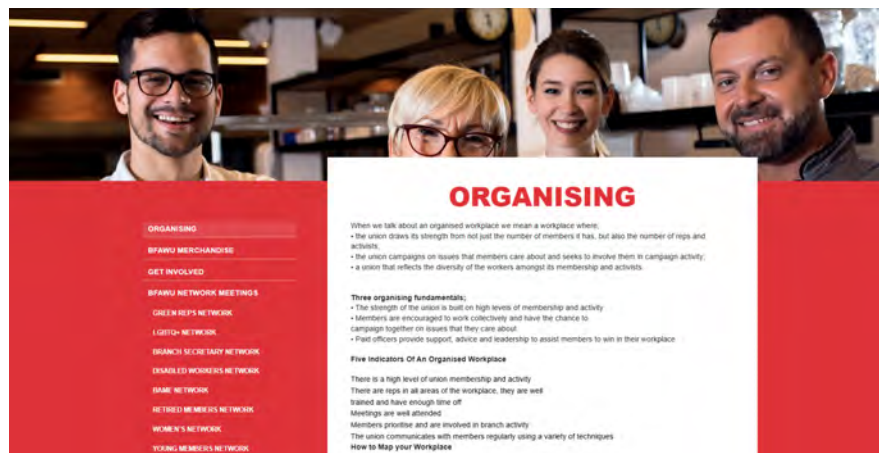
Do you see the monthly blogs we have sent from **PayPlan?**

Note:
We are aware need to do some work on the main three pages to make sure they are up to date and reflect the union, where we are and why people should join:
This is being worked on during 2026.



Why should you join BFAWU?

Join the movement:



CONFERENCE MOTIONS 2025

Motions Carried

Carried motions – these are the motions that are voted for at Conference, which means they become part of the Union’s workplan for the following year, change a rule in the rule book or become Union policy.

9 New Rule 14.8 m)

Equality representatives shall be elected from the members of the Branches. The duty of Equality representatives is to implement changes on sites, promote equality and tackle discrimination. They shall forward best practice to the EC for discussion.

Equality representatives are to stand for re-election after five years’ service, and their credentials should be progressed through the Regional Council.

- ☞ The New Rule has been added to the Rule book and along with inductions for other reps roles we are in the process of creating a short online induction into the role of an Equality rep as well as a briefing note so members know what they are being nominated for in the branch

10 New Rule 14.8 n)

Branch Organisers shall be elected from the members of the Branches. The duty of Branch Organisers is to increase membership within the branch by recruiting new members and increasing engagement. They shall forward best practice to the EC for discussion.

Branch Organisers are to stand for re-election after five years’ service, and their credentials should be progressed through the Regional Council.

- ☞ The New Rule has been added to the Rule book and along with inductions for other reps roles we are in the process of creating a short online induction into the role of a branch organising rep as well as a briefing note so members know what they are being nominated for in the branch

12 Rule 22.20

Remove Rule

- ☞ This has been removed from the rule book

17 Branch 503

Demand Universal Free, Nutritious School Meals

Conference notes the outrageous levels of child poverty in Scotland – about 25% of all kids – and the simultaneous epidemic of obesity and ill health.

Whilst calling on the Scottish government to help address this through measures like universal, non-means tested child benefits, we specifically also call for universal free, nutritious school meals for all children, from pre-school and nursery, through all primary school years and throughout secondary school years.

Conference welcomes the partial introduction of free school meals to Primary 1-5, as a result of long-running campaigns, but condemns the 2024 decision by the Scottish government to halt its roll-out to Primary 6-7.

Conference furthermore calls for this to be a universal provision - including at secondary schools - to remove the stigma of the means-tested system, and provide at least one healthy, warm, nutritious meal a day that will help improve learning outcomes and health amongst our young people, in a period of escalating poverty and deprivation in the population, and the growing educational attainment gap.

- ☞ This is part of the calls of the Right to Food campaign and has been an integral part of the Commission that we are holding alongside Ian Byrne MP and others.



18 Branch 452

That the government enforce that bicycle manufacturers sell bicycles with front and rear lights already fitted at the point of sale.

- ☞ We have passed this onto our Parliamentary group to add to their agenda.

19 Branch 258

This Conference agrees that we need to nationalise social care in the UK. Nationalisation would mean establishing a publicly funded National Care Service (NCS), like the NHS, with care provided free at the point of need. The NCS could improve the quality of care for older and disabled people as well as working age adults. The NCS could address the shortage of care workers by providing better pay, Ts and Cs and training. It could also end the current reliance on profit making private companies who trade profit over quality service provision

- ☞ We have passed this onto our Parliamentary group

**20 Branch 503****Public Ownership of all forms of Energy**

Conference condemns the increased loss of skilled workers' jobs in the North Sea industry, Grangemouth oil refinery, and other sectors of the fossil fuel industry.

Conference fully accepts that the science proves the urgent need to end fossil fuel production, to combat the climate catastrophe, but completely rejects the idea that workers in the sector should pay the price, in the same way coal miners and their communities did in the 1980s.

Conference has no faith in private capitalist corporations tackling the climate crisis that they were instrumental in creating, despite all their greenwashing, nor do we accept that nuclear power is a clean form of energy production.

Privatised ownership of renewables, such as the growing wind power sector in Scotland, has not led to green job creation – the number of Scottish jobs in wind power fell by 4,000 in the past year - and highlights the need for the Scottish government to develop an industrial strategy centred on public ownership and control, to make a rapid green transition benefit workers, communities and the planet. Reliance by the UK and Scottish governments on private energy companies has been a disastrous failure.

Conference calls for democratic public ownership of all forms of energy – including Grangemouth, North Sea operations, and renewables – as the foundation for a rapid transition to green energy production, without loss of jobs or conditions, through alternative plans of green production drafted by experts in the field, including energy workers themselves.

A Socialist Green New Deal based on democratic public ownership could create tens of thousands of skilled jobs and apprenticeships in Scotland, slash heating bills, and help reverse the environmental damage done by decades of production for profit by the fossil capitalists.

- ☞ We have passed this onto our Parliamentary group and to our colleagues at Unity Consulting. This was chosen as one of the ones to take to 2026 STUC congress too to move and speak on there as well

21 Branch 452

That the BFAWU lobby the government to ensure that the wearing of cycle helmets is made compulsory.

- ☞ We have passed this onto our Parliamentary group

22 Branch 432

That this Conference agrees that companies employing cyclists to deliver their food orders that they insist they wear proper safety gear Helmet, Lights Hi visibility clothing etc.

- ☞ We have passed this onto our Parliamentary group and have added it to the National Health and Safety Committee's agenda

23 Branch 582

That this Conference agrees that there should be a legal right to paid time off for the death of a dependant in the UK.

- ☞ We have passed this onto our Parliamentary group

24 Branch 503**For a 4-Day, 30-hour Week, on 5 Days' Pay**

Conference condemns the outrageous system where millions of workers on zero hours and short hours contracts cannot get enough work and wages to live on, while millions of other workers suffer physical and mental ill health from overwork and long hours.

Conference recognises the trade union and socialist movement has a long, proud history of campaigning for a shorter working week without loss of earnings, including May Day strikes and marches for the 8-hour day from the 1880s, and mass strikes and struggles for the 40-hour week around 1919.

However, for decades we've seen very little progress in the reduction of the working week, despite unprecedented advances in technology.

Conference agrees to campaign for a 4-day week on 5 days' pay for all workers.

Conference notes that every experiment with a 4-day week has been popular with the workers involved, improved productivity, cut down sickness and absenteeism, and improved the work/life balance of workers and their families.

However, the BFAWU does not believe a shorter maximum working week should result in pay cuts, nor in 5 days' workload being jammed into 4 days, nor in the same number of hours being worked over 4 days instead of 5.

Conference instead calls for a 30-hour maximum working week, based on a 4-day week on 5 days' pay – cutting hours, not pay, jobs or conditions.

That measure would reduce drudgery, stress and ill health; improve workers' leisure time; create jobs and additional hours for workers currently suffering underemployment and unemployment by sharing out the work; and could be easily organised with all the massive advances in technology.

Conference agrees to produce campaign materials in favour of this measure; raise it as a policy in the wider trade union movement; and include this demand in pay negotiations with employers

- ☞ We have passed this onto our Parliamentary group

25 Branch 582

That this Conference agrees that the free period products provided to girls and women in their place of study be expanded to all women in their place of work across the UK.

- ☞ We have passed this onto our Parliamentary group

26 Branch 582

That this Conference agrees that there should be 2 days paid pet bereavement leave in the UK.

- ☞ We have passed this onto our Parliamentary group



27 Branch 582

That this Conference agrees that full pay should be granted for 39 weeks of statutory maternity leave.

- ☞ We have passed this onto our Parliamentary group, unfortunately this is an area that hasn't been improved in the Employment Rights Act that is being introduced through 2026 and beyond.

28 Region 4

That this Conference agrees to fight for the right that foster carers get the same rights as parents in the workplace

- ☞ We have passed this onto our Parliamentary group, there are some reforms in this area proposed with regards to reducing the bureaucracy for foster carers and allow more flexible approaches for working families and a pilot has been announced around Kinship care support, though details are still being worked through.

29 Branch 503

Abolish the Council Tax – for a Progressive, Income-based Scottish Service Tax to Double Funding

Conference condemns decades of underfunding of local government, causing crises in every service.

The unfair, regressive Council Tax adds to inequality, with the maximum differential between bills on a millionaire's mansion and the poorest home of the lowest-income family being just over 3:1.

Conference calls for vastly improved Council Services and rejects both a Council Tax freeze – which adds to council cuts, and disproportionately boosts the incomes of the richest minority – or increased Council Tax bills, which disproportionately hammers the working class.

Conference notes the fully researched alternative, the Scottish Service Tax (SST). This tax is based on income, on ability to pay. It involves six income bands and progressively rising taxation rates.

The Scottish Service Tax would be deducted from pay, with the first £12,000 zero-rated; the income band £12-30,000 taxed at 4.5%; that between £30,000 and £50,000 taxed at 10%... culminating in a 20% Scottish SST on all income above £100,000.

Overall, 75% of people would pay less than they do in Council Tax, but higher taxation of the very rich would double funds for Scotland's councils - from £2.7 billion to £5.3bn for the year 2021/2.

This measure is entirely within the powers of the devolved Scottish government. It would help redistribute wealth from the rich to the rest of us, whilst boosting council funds to not only avert every penny in cuts, but to invest in life-improving measures, including council housebuilding, public transport, social care, and green energy production.

Conference agrees to support the progressive, income-based Scottish Service Tax; produce campaign materials explaining it; argue for this alternative to the relentless cuts and inequality exacerbated by the unfair Council Tax in the wider trade union movement; and demand the Scottish government implement this redistributive tax without further delay

- ☞ We have passed this onto our Parliamentary group

32 Branch 405

That this Conference agrees to lobby the government to put a cap onto all Politicians expenses of £866.32, as this is the cost of a bus pass to get them around their towns for the year. This will also help with the UK's Carbon footprint.

- ☞ We have passed this onto our Parliamentary group



33 Region 2

This Conference notes the Employment Rights Bill moved by the new Labour Government

We welcome any improvements to workers' rights and conditions

This includes the promise to repeal some of the more recent Tory anti-union legislation, such as the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds enshrined in the Trade Union Act 2016

However, this Conference believes that most of the improvements set out by the Employment Rights Bill are to individual rights of workers rather than collective ones

A key part of this is leaving most of the Tory anti-union laws intact, including the right for workers and unions to take solidarity action

There is also insufficient strengthening of collective bargaining, a key element in improving workers' rights after decades of erosion under successive governments.

This Conference believes that the Bill leaves loopholes that bosses will exploit regarding 'fire and rehire' and 'zero-hour contracts'

We also believe that there is unacceptable delay in the implementation of the Bill, especially regarding the repeal of anti-union legislation

This Conference calls on our Executive Council to:-

- *Demand that the TUC implements TUC 2024 Congress policy to call a special congress to review the Bill and demand its strengthening*
- *Draw up a list of workers' rights as amendments to the Employment Rights Bill*
- *Ensure that this includes the immediate repeal of all the Tory anti-union legislation. As a minimum, the promised repeal of the Minimum Service Levels Act 2023 and the undemocratic industrial action ballot thresholds in the Trade Union Act 2016 should be separated from the Employment Rights Bill and immediately voted through parliament as fast-tracked legislation*
- *Ensure that the list of amendments also includes: the total abolishing of 'fire and rehire' and 'zero-hour contracts', for a £15/hour minimum wage with no age exemptions, collective bargaining for all workers*
- *Table this list of amendments to the parliamentary group of our union, and which should involve Jeremy Corbyn and the Independent Alliance MPs and the 7 currently-suspended Labour MPs, to be moved in parliament*
- *Raise at the TUC and with all other unions that this workers' manifesto, along with opposition to any austerity measures proposed by the Labour government, should be the basis for a national campaign by the union movement, including potential industrial action 12*

- ☞ We have passed this onto our Parliamentary group, we chose to take this to TUC Congress in September 2025, where it was compositised with similar motions and carried unanimously, we are also involved with the Campaign for Trade Union Freedom and Strike Map campaign for an Employment Rights Bill 2 to ensure the watered down areas of the current Act can be introduced to ensure there are real improvements for workers.

34 Branch 405

That this Conference agrees to ask the Authorities who did the Public Enquiry into the Post Office Scandal: Why did they not do a separate Public enquiry into the company Fujitsu, Why did they have back doors into the program they developed? And if they filtered off any proceeds through this?

- ☞ We have passed this onto our Parliamentary group

35 Branch 405

That this Conference agrees that we lobby the government to have a public enquiry into the exploitation of the covid crisis, which we believe was fraud from the top down, in giving public money to companies and individuals, and was awarded contracts of millions of taxpayer's money, that was either Unfilled or used poor quality products.

- ☞ We have passed this onto our Parliamentary group, though have been actively involved in the Covid enquiry, providing evidence through the TUC group to the enquiry and our National President has attended when appropriate to do so.

36 Branch 405

That this Conference agrees through our Parliamentary group, to pursue the previous government on the scandalous Track and Trace App, and the Conservative party to refund the £37 Billion that this app cost to build. As the Country was offered several Track and Trace apps for free.

- ☞ We have passed this onto our Parliamentary group, though have been actively involved in the Covid enquiry, providing evidence through the TUC group to the enquiry and our National President has attended when appropriate to do so.

37 Branch 503

Free Public Transport – Combat Poverty, Pollution, and Social Isolation

Conference calls for democratic public ownership of all forms of public transport, made free at the point of use for people of all ages, to combat poverty, pollution and social isolation.

The escalating climate crisis is damaging human health; causing mass deaths through flooding, mudslides and wildfires; creating millions of climate refugees, who then suffer rising levels of scapegoating and racist attacks by the far right.

A major source of pollution is road traffic, also causing cancers, respiratory and coronary diseases.

If governments are serious about reducing car usage and traffic pollution, they need to make public transport financially and physically accessible, reliable, vastly expanded, integrated, and powered by green energy.

Conference condemns the above-inflation fare increases on trains and buses; peak train fares, (a regressive tax on workers); and annual government subsidies to the profits of privatised bus companies, who cut services and staffing levels, with no public control.

Conference rejects proposals agreed by the Scottish government and some councils to introduce workplace parking fees, which would do nothing to reduce emissions, but would drastically slash workers' disposable incomes.

Conference calls for a public transport service under the democratic control of elected representatives of workers, communities, local councils and national governments – and free at the point of use, in the same manner the NHS was originally founded to be.

Free public transport for people of all ages on all modes of transport would cut poverty and social isolation, slash pollution, and create hundreds of thousands of skilled, unionised jobs and apprenticeships (70,000 in Scotland alone).

Conference agrees to help publicise this policy – already practised in over 100 cities, regions and states across the world – argue for it in the wider trade union movement; and demand the UK and Scottish governments urgently plan for free public transport

- ☞ We have passed this onto our Parliamentary group, we are also involved in the Better Bus national network that is building a campaign around this area.

38 Branch 582

That this Conference agrees that the Labour party plans to build up to 1.5 million new homes over the next 5 years should not be an attack on weakening green belt regulations.

- ☞ We have passed this onto our Parliamentary group



39 Branch 432

That this Conference agrees that this Government look at supporting the Football Supporters Association campaign on Football Clubs exploiting loyalty amongst its fans with high ticket prices and attacks on concessions for children and pensioners

- ☞ We have passed this onto our Parliamentary group

40 Branch 582

That this Conference agrees that tougher sentences are imposed on those who manipulate and coerce minors to commit illegal crime for financial gain.

- ☞ We have passed this onto our Parliamentary group

41 Branch 582

That this Conference agrees that parking bays are widened to accommodate the width of modern vehicles as the current standard, does not appear to be fit for purpose anymore.

- ☞ We have passed this onto our Parliamentary group, though it may also be worth branches raising it locally with their councils.

42 Branch 432

That this Conference agrees the Government look at putting in stiffer sentences for those carrying knives illegally and the use of knives in a violent manner. And better education in the dangers of carrying and the use of knives in a violent manner and broadly published the consequences

- ☞ We have passed this onto our Parliamentary group, there has been work done over the last 12 months by people like Idris Elba and Channel 4 around highlighting the dangers and impacts of carrying and using knives on the families and communities where they are being used and victims are left.

43 Branch 390

This Conference agrees that increasing the age at which the state pension is paid has been a disaster for workers in our industry. The stress, strain and general wear and tear on our bodies is a lot worse than in other, less manual, industries. As such we want the state pension to revert to being paid at 60 and will instruct our parliamentary group to lobby for this change.

- ☞ We have passed this onto our Parliamentary group and are involved with both the National Pensioners Convention and the Waspi campaign who are both supportive of lowering the state pension age.

**44 Branch 711****Addressing Violence against women**

That this Conference agrees to support and develop actionable strategies to combat violence against women, locally, regionally and globally. Violence against women is an issue that affects millions of women worldwide, including but not limited to sexual harassment, domestic violence and online abuse. Any form of violence against women undermines women's fundamental human rights, wellbeing and equality. There is a need for a unified voice from our union, our union reps and our members to support and amplify the rights of women and calling out all forms of abuse, harassment and violence, in whatever form it takes. We call on all branches, regions and the NEC to work together to develop materials that will help highlight the important discussions needed in workplaces and communities and in the long term, we need materials provided that shows the BFAWU supports an end to all forms of violence against women.

- ☞ We have passed this onto our Parliamentary group, we are actively involved in the TUC Sexual Harassment working group through our General Secretary as well as being involved in the End Not Defend Campaign through our National President who sits on the Workers Policy Project board as a director. Resources are being developed through the End no Defend campaign to support branches deal with sexual harassment and violence through a health and safety perspective, we have also introduced an anonymous reporting line for members to let us know if anything happens within the BFAWU and have code of conduct information for all reps to sign and agree to adhere to. There is still work to do though!

46 Branch 258

This Conference agrees that foreign right-wing billionaires such as Elon Musk should stop trying to interfere in UK politics. We've got more than enough right-wing nut jobs here, and his public intention to donate vast sums of cash to Farage and his right-wing Reform Party does nothing but further fuel the ever-growing right-wing fascism that's on the rise in Britain. He should stick to playing with spaceships and stop coming across as a wannabe Bond villain - he's one step away from shaving his head and sitting in a swivel chair with a cat on his lap!"

- ☞ The Executive fully agree with this, though there isn't really an ask to action in the motion. We are involved in the Together Alliance though, have created a Unity Not Division network group so that we can look at how as an organisation we can give members a different message around hope and Unity rather than division and hate which is being driven by Musk.

47 Branch 390

This Conference demands that the Labour government to call for immediate ceasefire from all sides in the Gaza Israeli conflict.

2, To impose diplomatic, trade sanctions, and complete arms embargo on the state of Israel until it withdraws its forces and reverses the settlements in occupied territories. Namely Gaza, West Bank, and Golan Heights.

3, The exchange of Israeli hostages and Palestinian prisoners to be implemented.

4, To enforce the arrest warrant issued by the international criminal court of those responsible for the genocide of Palestinians and the massacre of Israelis on the 7th of October.

☞ We have passed this onto our Parliamentary group, we have also put out a number of statements from the Executive council around the ongoing situation, calling out the Israeli Government for their behaviour as well as our own for their inaction through this.



Motions Remitted

Remitted – *this means that the mover is asked to take back the motion to resubmit, usually due to the wider impact it can have on the union, they will either bring the motion back the year after or the executive will do some work around the content of the motion.*

14 Branch 601

Motion to press TUC and GFTU for training opportunities that are accessible to workers who are BFAWU members but cannot get union recognition in their workplaces due to the nature of their sector e.g. SALT. Training needs to be in the evenings or at weekends for us, because paid leave is not possible for our members.

☞ Motions have been debated at both the Biennial Conference of the GFTU (2025) and the Womens TUC Conference (2026) around course design and access, there are some elements that are out of our control regarding provision of the courses which was why the motion was asked to be remitted, the working conditions/work life balance of the Tutors for example and certainly with the TUC, the availability of funding for TUC courses as it is not consistent all over the UK and what can be provided with the funding that is available.

16 Branch 601

Motion to be able to split Conference attendance responsibilities between 2 delegates from the same Branch.

As unrecognised and under resourced members, SALT Branch 601 would struggle to send just one delegate for the whole Conference, its wildly inaccessible for disabled members to attend for all of the days and a member in full time employment in an unrecognised workplace, would have to use a large chunk of their annual leave to attend the Conference.

☞ The Executive asked for this to be remitted so that it could be looked into as there were concerns about the additional costs extra rooms, Conference packs (so printing costs) and travel expenses for multiple delegates would have on the running Conference, the provision of splitting the delegates would need to be opened to all branches as many do not have facility time to attend the full Conference.

There were also concerns about how the additional costs would be budgeted for and whether there were alternative ideas that could be looked into.

CAMPAIGNS/PROJECTS/REPORTS

On top of our ongoing support to campaigns such as Stand up to Racism, Palestine Solidarity, Disabled People Against Cuts, Orgreave truth and Justice and many others, during 2025 we supported a whole host of other campaigns some of which are here:

We Demand Change



We Demand Change is a space for different parts of the movement to come together to debate, organise, and mobilise the collective actions we need.

Heat Partnership with Wise Group



The **HEAT** service is delivered by **The Wise Group**, a social enterprise helping people out of poverty and strengthening communities across the UK. Our programs focus on providing practical Heat Saving Support to households in need.

Anti Caste Discrimination



The **Anti-Caste Discrimination Alliance** is a leading human rights voluntary organisation campaigning against caste discrimination, injustice and inequality that Dalits and Adivasis face.

Fossil Fuel Treaty



The **Fossil Fuel Treaty** and our network are actively underway to develop a concrete, robust, binding plan to protect people and the planet from the multifaceted threats posed by oil, gas, and coal—from climate change and health crises to security and economic instability

Don't Buy Apartheid



The **Don't Buy Apartheid** campaign calls on all individuals, shops, restaurants, and businesses to take two key actions to support the Palestinian struggle for freedom:

- 1 Boycott Israeli produce like avocados, oranges, herbs and dates.
- 2 Boycott **Coca-Cola** and its brands *Schweppes*, *Sprite*, *Fanta*, *Innocent*, *Appletiser*, *Smart Water* and *Costa Coffee*.

Woodcraft Folk 100 years



A movement for children and young people, open to everyone from birth to adult. Woodcraft Folk offers a place where children will grow in confidence, learn about the world and start to understand how to value our planet and each other.

Hillsborough Law Now



A Hillsborough Law Now Would:

...create a new legal duty of candour on public authorities and officials to tell the truth and proactively cooperate with official investigations and inquiries - bringing to an end the depressingly familiar pattern of cover ups and concealment.

... ensure victims of disasters or state-related deaths are entitled to parity of legal representation during inquests and inquiries. This will mean that This will mean that bereaved families can get public funding, just as public money is used to support Government and public authority lawyers,

Status Now Network



'Indefinite Leave To Remain' for people who are undocumented, destitute, and those in the legal process #HealthAndSafetyForAll

End Not Defend



End Not Defend is a UK campaign advocating for stronger laws and workplace protections to prevent sexual harassment, prioritising victims over corporate interests

Together Alliance



We choose to stand TOGETHER against the far-right.

We are trade unionists and environmentalists, community activists and faith leaders, musicians, athletes, entertainers and elected representatives.

Scotland Demands Better



On 25 October 2025, thousands of people from across Scotland came together in Edinburgh to demand that politicians make the changes we need for a society where every household can thrive and prosper.

Make them Pay demo



Make Them Pay is an alliance representing millions of workers, citizens and communities across Britain.

In September, thousands of us marched through central London to demand the government tax the super-rich, protect workers and make polluters pay.



Reports

National Health, Safety and Environment Committee

The current Committee members are:

Region 1: Tatiana Rees and Vince Payne

Region 2: Tony Mansell (Vice Chair) and Dawn Scott

Region 3: Michael Blundred

Region 4: John Owens (Chair) and Joanne Winstanley

Region 5: Peter Ford and Suzanne Nipper

Region 7: George Hoy

We have some gaps on the committee which need to be filled – please contact your full-time officer if you would be interested being on the National Committee!

Key issues discussed for the next 12 months

Womens Occupational Health and Safety, including the rationale that women’s workplace risks are often under-identified due to male based systems, data and work patterns.

The need to treat menopause, menstruation, PPE fit, heat/cold stress and violence/harassment as occupational risks and not solely HR issues.



National ULR Committee

The current Committee members are:

Region 1: Joseph Williamson

Region 2: Chris Hucker

Region 3:

Region 4:

Region 5: Katarzyna Damek and John Wake

Region 7:

You can see we have a lot of gaps on the committee which need to be filled – please contact your full-time officer if you would be interested being on the National Committee!

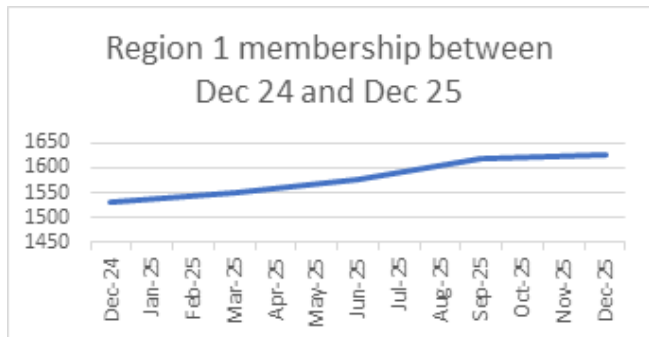
Key priorities to work on:

- Mapping out provisions for learning in each of the regions, starting with mapping where members are based at work so that provisions can be sought out that are relevant
- Develop a flyer and workplace poster about learning and the ULR role
- Use the CWU ULR toolkit as a good practice example of creating a BFAWU toolkit for ULRs.
- Rebrand the learning services
- Develop a Conference fringe around the importance of learning/what people want to learn
- Look at a learning week
- Learning Platform
- Reading club
- Develop a cheat sheet on English Dialect
- Arts learning
- Increase the number of ULRs



REGION BY REGION

Region 1



Frank Loveday
Organising Regional Secretary



Comrades,

Sadly, the time has come for me to retire in March 2026, and so this will be my final annual report to Conference. I am delighted to be leaving knowing that I have achieved what I set out to do in terms of membership over 5 years ago when I became the remaining officer in the Region. That goal was to ensure that I retire with at least the same membership count of around 1650 which is what we had when I took over the reins. It has been a rollercoaster, but the result is comforting and rewarding.

This has been a fantastic effort made by branches recruiting and servicing its members, the online joiners work which is carried out by Adrian, Mela and the clerks from Region 2, Frances and Michelle, and Summer from head office. They are the unsung heroes that need to be recognised and thanked. I suppose the bits that I do in recruitment drives and supporting new and old branches and the many individuals that I connect with by email or phone.

Collectively we can all congratulate one another in a year to savour.

I am pleased to see the number of reps increasing, and the uptake on courses is growing. In Region 1 we have some very bright articulate reps that I am proud of watching them develop and engage so positively, this augurs well for the future of the Region and the BFAWU.



I want to thank all the sites reps, members and HR / Management at Warburton, Hovis, Allied Bakeries, Greggs, Kettles, Vitacress. They have always welcomed and looked after me and over the many years respect and transparency have grown both ways.

I have enclosed a selection of photos that reflect some of the visits and presentations and reps at work performing union duties, you are the frontline and vital to ensuring members are looked after individually and collectively. I am very proud of you all and shall miss engaging with you.



Objectives for 2025

- On a personal note, to continue to perform to the best of my ability until the end of March.
- To Introduce, assist and ease in my replacement officer to the region.
- That all the branches get behind the new officer and support them in the role with patience and positiveness, respect and consideration.
- Hope that Greggs reps start to recruit on a more regular basis and tap the true potential membership that can be gained by organising better and using the time allocated in the agreement. This will go a long way to securing increased membership.
- Hope that if the Merger between Allied and Hovis goes ahead as expected it does not impact our members adversely and the future of their sites continues wherever possible and it becomes successful to retain employment for our members and their families for future generations



A final word on the National Officers

Together they have aimed at guiding and protecting this Union in turbulent times, again not easy and many people won't know or perhaps be aware or party to some of the day-to-day issues tackled by them. Often left bewildered, but rest assured most things are done because of necessity and not always because they want it that way.

In Sarah the Union need to realise the dramatic and fundamental changes/improvements and engagement on many fronts that have risen our Unions profile and credibility from the green footprint to the up-to date technology to deliver to its members, at a pace far quicker and more efficiently than any other General Secretary. It's a lonely vocation but I am happy to count Sarah as a friend first and a respected General Secretary second.



Ian is a wonderful National President whose political passion is clear in his speeches, and this compliments them as a working team between them covering many aspects to help promote and protect the BFAWU today and the future.



Finally, I thank everyone, it has been an honour and a privilege to have been a member, worked and served, represented the BFAWU and its members for over 30 years. I wish each and every one of you and your families good health, happiness and a secure safe future.



Region 2



John James Organising Regional Secretary

The Year was again mixed in relation to wage negotiations and trying to maintain differentials. Companies are always trying to take terms and conditions for a wage increase as they are always putting profit before members.

As a union we continue to state that we are not prepared to sell terms and conditions for an increase in wages. It is the quickest way to the bottom of employment and once the companies have taken everything, what will they want then?

Some companies are deciding not to discuss issues with the union and are becoming anti trade union. It seems the more employment rights members get, the less the company want to continue providing the benefits associated with the company, while others are quite willing to have an open discussion but are more focused on how to improve their business. I continue to ask the question around waste and what are companies doing to ensure waste is kept to a minimum, with very little feedback, other than it is a food business and waste is inevitable. This of course is correct, although waste is high, normally as a result of bad planning and management.

Region 2 held a shop stewards Conference which was well attended and various topics were discussed. As the take up for the Health and Safety Conference was poor, the shop stewards day included a round up on health and safety. It is hoped that in 2026, both will go ahead and this will continue to be a well-attended and informative day.

It has to be said that branch officials are finding it difficult to deal with companies during some very difficult times. An increase in disciplinary issues and absence is causing immense pressure when they are also trying to do their own work. Management are giving dates for disciplinaries and then expecting the member to arrange the shop steward to attend.

This in turn causes problems and as a result, these invitations are having to be put off for reps to attend or the company expecting the member to attend on their own. It would be better for the HR departments to work with the union, to ensure reps are available if required and in turn avoids cancelling meetings.

The WULF project continues to support and help members within the union, while working with companies to ensure training is achieved. Claire is doing an excellent job and looks set to go beyond the targets set for the project year.

I continue to represent the union on the Wales TUC General Council and I am also on the Executive Council representing the private sector. I continue to sit on the Wales Retail Forum and the Hospitality Sector (although this will end in 2026 when the Welsh Elections take place).

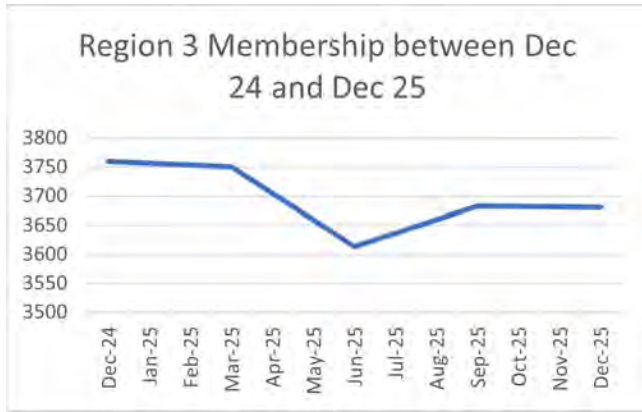
As always, my role would be more difficult if it wasn't for the support from Branch officials at site and support from Michelle, Fran, Gary, Claire and the union solicitors.

Gary Johnston Region 2 Organising Regional Secretary

Gary has not been at work for most of the year having suffered severe health problems and a subsequent major operation.

I'm sure you will join us in wishing Gary a speedy recovery and return to health and the office!

Region 3



George Atwall
Regional Officer

Lukasz Bemka
Organising Regional Secretary

Haroon Rashid
Organising Regional Secretary

Introduction

This report provides a clear and structured overview of organising and engagement activity across region 3 during 2025. The year was shaped by a strategic emphasis on consolidation at organised sites, alongside targeted greenfield activity designed to build visibility, trust and future growth.

Across food manufacturing, bakery, logistics and hospitality, Region 3 officers, representatives and activists remained active and visible. Through regular workplace engagement, union surgeries, roadshows and casework, the union continued to demonstrate its relevance and value to members and workers across the region.

Strategic Overview – Region 3

In line with national direction, Region 3's work during 2025 was organised around two distinct and complementary strands:

- **Organised (Recognised) Sites** – consolidating organisation, strengthening representation and embedding regular engagement.
- **Greenfield and Non-Recognised Site Campaigns** – building awareness and membership through gate-based organising and outreach.

This approach ensured that existing members were effectively supported while future organising opportunities were developed in a measured and sustainable way.

Organised (Recognised) Activity

During 2025, Region 3 prioritised consolidation and effective representation at organised and recognised sites. Activity focused on embedding regular engagement, supporting workplace representatives, and ensuring members had consistent access to advice and representation.

Greencore Northampton

Greencore Northampton remained a strong and stable recognised site throughout 2025. The emphasis was on consolidation rather than recruitment, with a clear focus on representation, accessibility and member confidence.



Workplace representatives delivered regular union surgeries, with each representative holding a one-hour surgery per week. These surgeries provided members with reliable access to advice, early intervention and representation, and are now an established and trusted part of union activity on site.

This structured approach strengthened workplace organisation, supported early resolution of issues and reinforced confidence in workplace representation.



It also ensured union constant visibility on site across all the units and canteens. Diverse shop steward population made the union even more approachable regardless of members ethnic background, beliefs, gender or sexual orientation.

Signature Flatbreads

At Signature Flatbreads, Region 3’s work during 2025 focused on maintaining workplace organisation, supporting representatives and ensuring members had access to advice and representation.

Activity centred on:

- Regular engagement with members and reps
- Support through workplace processes (including disciplinaries, grievances and informal issues)
- Maintaining union visibility and confidence on site



This steady, relationship-based approach strengthened organisation and ensured continuity of support for members.



WARP / PROPER Snacks – Nuneaton

Following the signing of a recognition agreement, Region 3 delivered a programme of roadshows and engagement events at WARP / PROPER Snacks in Nuneaton.

It was a great opportunity to know the workforce, their issues and concerns, so we could address them with management straight away.



These sessions focused on introducing the union within a recognised framework, explaining representation structures, and engaging directly with workers. The activity marked a clear transition from recognition to active organisation and helped establish meaningful connections between members, representatives and officers.

Roadshows at Other Organised Sites

Roadshows and engagement events were also delivered at a number of other organised and established workplaces, including:

- **Cofresh**
- **Matthew Walker**
- **Hovis**
- **Allied Bakeries**
- **Premier Foods – Stoke**

These events were used to maintain union visibility, update members on union activity, promote union services and encourage participation in branch structures.



Greenfield and Non-Recognised Site Campaigns

At Greencore Hatfield, Tamworth and Peterborough, organising activity focused on gate campaigning and direct engagement with workers.



Regular gate leafleting and conversations were used to discuss workplace issues, promote union membership and build ongoing relationships. Greencore Hatfield was particularly promising during 2025, demonstrating strong and sustained membership growth and positive engagement, laying solid foundations for future organising.

Those at the gate’s conversations are crucial in building



the campaign momentum and finding out the issues our members and potential members are facing everyday

DHL – Morrisons Swan Valley

Organising activity at DHL Morrisons Swan Valley was delivered through consistent gate-based engagement. Regular presence at shift changeovers enabled meaningful discussions with workers about workplace concerns and union support.

This approach delivered tangible results, including increased engagement, growing membership interest and stronger ongoing contact with workers, particularly at non-recognised and developing sites; resulted in clear membership growth during the year, demonstrating the effectiveness of visible and sustained greenfield organising.



Regular conversations with workers at site entrances, supported by consistent and targeted social media activity, helped raise awareness of the union, maintain visibility between visits, and build trust with workers who may not yet be members.

Geary’s Bakery

Engagement at Geary’s Bakery formed part of Region 3’s greenfield activity during 2025. While active campaigning remained limited, continued awareness and intelligence gathering ensured the union maintained an understanding of developments at the site.



Information received during the year indicates significant planned expansion, presenting clear potential for future organising once conditions allow. Maintaining awareness during 2025 positions the union well to respond to this growth.

Aviagen

Engagement at Aviagen also formed part of Region 3’s greenfield and non-recognised site activity.

Prior to the pause on active campaigning, officers and representatives undertook a number of site visits, engaging workers through discussions and distribution of union materials.



Initial engagement was positive and indicated potential for future membership growth.

Although the campaign did not progress further during 2025, maintaining contact and awareness ensures the union is well placed to re-engage should conditions allow.

Unique Windows Systems

Region 3 undertook targeted organising activity at Unique Windows Systems following the suspension of four workers who had raised health and safety concerns, including the lack of access to drinking water during hot working conditions.



The campaign focused on supporting affected workers, highlighting health and safety rights, and raising awareness among the wider workforce about the role of the union in protecting workers who speak up.

This intervention reinforced the union's commitment to defending members against victimisation for raising legitimate safety concerns.

Pukka Pies

Site activity continued throughout 2025, with gate-based engagement and informal conversations with workers. Initial feedback indicates interest around pay, shift patterns, and job security. Activity is focused on visibility, confidence-building, and mapping workplace issues, with a view to developing membership density before any formal recognition approach.

Political, Community and Solidarity Activity

Alongside workplace organising, Region 3 remained active in political, community and solidarity activity throughout 2025. This work reflected the union's wider values and its commitment to equality, justice and collective action.

Across the region, officers, representatives and members supported:

- Anti-racism campaigns
- Pro-Palestine solidarity activity
- LGBT+ campaigns and events



Wider community initiatives aligned with trade union values

Participation in these activities strengthened community links, reinforced solidarity with marginalised groups and demonstrated that workplace organisation is closely connected to broader social justice struggles.

Conclusion

Throughout 2025, Region 3 remained active, visible and effective, despite operating within a strategic framework focused on consolidation. By clearly distinguishing between organised sites and greenfield campaigns, the region ensured members were supported, workplace structures strengthened and future organising opportunities developed.

These achievements reflect the commitment of workplace representatives, branch officers and regional staff, supported by national officers and the Executive Council.

Region 4



Zane Wells Organising Regional Secretary

Organising and Recruitment:

During the last 9 months I have tried to canvas for new members at Sykes in Liverpool on a few occasions. This site was identified by Laura Graham as having employees interested in joining the Union.

I have supported 'roadshows' at Park Cakes and Kara Foods. New Branch Officials are also now in place at Variety and Bolton Warburton's along with Bright Blue Foods, Blackburn.

Pay Deals

I was involved in pay negotiations at Warburton's, Guenther, Soreen, Bright Blue Foods and Fox's Kirkham. Previously, I had been part of a team led by Full-Time Officials, so it was a new experience/perspective leading negotiations.



Sites with Branch Secretaries and Reps in place appear to get better deals when entering pay talks. This has helped us when trying to recruit Branch Officials.

Representation

Since stepping into the role of Organising Regional Secretary, I have represented members in numerous disciplinarys, appeals, grievances and processes. These have been at sites all across the region and have resulted in several members being reinstated, having been wrongfully dismissed.

The biggest reason I see for disciplinarys currently, seems to be centred around not following policy and procedure. I would urge all members not to sign these unless they have fully read and understood the contents.

Representation for members not working at recognised sites has also taken place. I have supported members during meetings at Wetherspoons, McDonalds, Burger King, KFC, Walkers, Stockport County Council, and Manchester Community School, along with a private nursing home.

In Conclusion

The last 9 months have passed very quickly. I have tried to visit all sites that I look after on a regular basis, as well as help out at other branches across the region. This has been a totally different working environment from what I was previously used to. It's fair to say no two days are the same!

I would like to take this opportunity to thank John Stott, Geoff, Laura and Sarah for all their patience and support since I came into this role.

Also Branch Officials and Reps within Region 4 for all the unseen hard work that they do at our sites. This is normally thankless work, with many hours done in their own time. Without them putting themselves forward, we would struggle to have a Union or purpose, so their hard work deserves our thanks.

Region 5



Mark McHugh regional Officer

It has been another tough year in the region which in many cases in examples of why private hedge funds should be nowhere near the food industry. Quite often it is to make a large profit for investors, with no thoughts given to the history of some of the productions site, nor the loyalty given by long serving employees.

Below is a report by Bro Jit Singh who has been at the forefront of supporting members at Branch 558, Rathbones

Branch 558 Rathbones

A 100-year-old bakery brand will disappear soon, risking more than 100 jobs.

Rathbones Bakeries was a bakery founded in 1893, in Wigan, Lancashire. By 1997 it was owned by Greencore, through that company’s purchase of Kears Group Two years later, Kears Group rebranded itself as Rathbones.

Following a fire the company went into receivership, with part of its operation sold to Warburtons and parts to Morrisons in 2005.

Morrisons, was bought by US private equity business Clayton, Dubilier & Rice for £7 billion in 2022.

The facility was on the brink of closure in November 2024, but the supermarket chain opted to keep the site open on a reduced scale following a restructure.

The bakery turned its focus from sliced white bread to specialist products such as pittas, crumpets, pancakes and rolls.

The restructuring 13 months ago led to 270 job losses, in which staff accepted voluntary redundancy.

Rathbones Bakery was expected to break even by 2027.

The decision came after Morrisons’s manufacturing arm, Myton Foods, which runs the site, lost a third-party contract for the bakery last year. Having reviewed all alternatives, Morrisons’s couldn’t see a way back for the Bakery to breakeven.

Since Morrisons were bought out by Clayton Dubilier & Rice in 2021 we have seen the equity firm ‘asset stripping to boost their profits in the short-term’, and to slash its significant debt pile.

Private equity firms’ behaviour post takeover is to throw workers on the scrapheap without even a glance back.

This treatment of people is plain wrong and unfair on the hundreds of people that have who work at the site and who have had their lives turned upside down by this decision.” Our members are now bearing the brunt of their mismanagement.

The Union will be trying to secure the best redundancy terms for our members and provide a range of support services, including:

- **Consultation:** Ensuring that employees are consulted about the possibility of redundancies and are involved in the consultation process.
- **Negotiation Support:** Assisting unions in negotiating better terms for members affected by redundancies, including severance packages and support in finding new work.
- **Legal Advice:** Providing guidance and support to members at every stage of the redundancy process, including access to legal advice when required.

The BFAWU will be wishing all our members all the best and success for the future.

Jit Singh

Organising

Our online membership numbers continue to grow, with 300 members joining online in 2025 and with that the immediate request to service. On a more positive note, it often gives us an opportunity for organising at sites, and to build up existing membership in some cases.

MOWI Rosyth

Throughout the year I have consistently campaigned at this site in Rosyth. It has been a real challenge trying to recruit members where there is a high turnover of staff. I have represented members through absence/disciplinary and grievances 32 times which is roughly every 1.5 weeks. Another area we have focused on is Health and Safety at Rosyth.

By doing so this has brought us into contact with our sister union in Norway, NNN where we have started building up a relationship with discussing workers' rights in the salmon industry.

This has demonstrated the large disparity between a Norwegian worker, and a Scottish worker. All we ask is that they are afforded the same terms and conditions as the workers in Norway.



We have been supported throughout this campaign by our colleagues from **Unity Consulting**, who reach out to our Scandinavian comrades, build reports, surveys, EDMs for our MSPs in Scottish parliament. They have supported organising campaigns, leafleted outside factories. None of this would be possible without their support.

What follows here is a series of reports, correspondence, and links to the work that goes on behind the scenes allowing us to collate the information and submit to the relevant bodies.

Please read the links below.

Latest IOSH article published this week

Regularity and severity of accidents prompts union to call for urgent OSH review of Scotland's salmon industry

In a recent briefing paper for Members of the Scottish Parliament, the Bakers Food and Allied Workers Union (BFAWU) has asked the fishing sector to work with trade unions to improve its poor health and safety record as highlighted by data from a freedom of information (FOI) request to the Health and Safety Executive (HSE).

The Bakers Food and Allied Workers Union (BFAWU) has called on the HSE to conduct an urgent review of health and safety practices and processes across Scotland's salmon industry after discovering 139 serious accidents have occurred in the past five years.

The union, which obtained the accident data from the regulator following a FOI request, produced a briefing paper for Members of the Scottish Parliament (MSP) earlier this month using the FOI findings, and **Monica Lennon**, Scottish Labour MSP for Central Scotland, has submitted a standard motion on reportable accidents in the sector to the Scottish Parliament, which gives MSPs the opportunity to sign it (<https://www.parliament.scot/chamber-and-committees/votes-and-motions/S6M-20337>).



In the briefing paper, the BFAWU has called on the Scottish government to request the HSE conduct an urgent OSH review and has also urged the industry to work with trade unions to improve the situation. The union argues that unionised workplaces where collective bargaining agreements are in place are safer workplaces.



The data obtained from the HSE (<https://www.bbc.co.uk/news/articles/cq8453ql11yo>) reveals that more than a quarter of the serious injuries involved fractures, including a worker who broke their back and another who broke their neck. In addition, three workers had fingers amputated and there has also been one fatality.

In May 2023, Fife-based Mowi Scotland Limited was fined £800,000 (<https://www.copfs.gov.uk/about-copfs/news/salmon-farming-company-fined-800-000-for-failings-that-led-to-man-s-death/>) after pleading guilty to health and safety breaches at Inverness Sheriff Court after one of its employees, Clive Hendry, was crushed and drowned when he fell into the water during a boat transfer on 18 February 2020.

The Maritime and Coastguard Agency, which investigated the fatality, found that Mowi Scotland had failed to make a suitable and sufficient risk assessment or maintain systems of work for the health and safety of employees when they transferred from a moving work boat to a floating permanent structure, known as a Sea Cap, near Kyle of Lochalsh (<https://www.bbc.co.uk/news/uk-scotland-highlands-islands-65532832>).

As well as raising an alarm at the level and nature of accidents seen across the sector, the union has also voiced its concern about employees' exposure to harmful substances, pointing to the potential long-term respiratory impacts for workers that arises from the inhalation of fish proteins.

BFAWU's regional officer Mark McHugh said the level of accidents was a massive worry and contrasted Scotland's situation to Norway's which has a unionised workforce.

'People are going to work and are not 100% sure that they are going to return in the same health condition in which they left,' he said.

McHugh also warned that the sector has consistently 'pushed back' on attempts to improve health and safety when approached by the union.

'The longer that goes on, these injuries, life-changing amputations, broken backs, broken necks, ankle injuries will continue to rise,' he added.

However, in a BBC News report (<https://www.bbc.co.uk/news/articles/cq8453ql11yo>), a spokesperson for the industry body Salmon Scotland responded: 'As in any farming and processing environment where heavy machinery is in use, salmon companies take their health and safety responsibilities very seriously and fully comply with all workplace requirements.'

Around 2,200 people are directly employed in Scotland's salmon farming industry, with most working in rural areas. It is estimated that the sector also indirectly supports around 10,000 additional jobs.

According to Scottish government figures, the sector contributed £337m to the Scottish economy in 2022.

In response to the BFAWU's request for an urgent review of the salmon industry in Scotland, the HSE said that it didn't have any current plans to undertake one. However, the regulator did say that it would follow up on any incidents that occurred and would act if there was a breach.

On 7 January, Lennon had asked the Scottish government six questions relating to the issues the BFAWU has raised. These included how many times the Scottish administration has met with the BFAWU regarding the working conditions of salmon farm workers since 2021 and what discussions it has had with the HSE in relation to (a) health and safety concerns and (b) reportable accidents in the Scottish salmon industry.

In both cases, the Scottish government said that no discussions or meetings have taken place.

While the Scottish government clarified that it 'fully expects employers to maintain workplaces that are safe for workers in line with health and safety legislation', it added that it cannot direct any organisation because health and safety legislation is a matter for the UK government.

However, when asked in one of the questions what discussions it has had with the UK government regarding the level and regularity of reportable accidents that have been submitted to the HSE in relation to the Scottish salmon industry's health and safety, the Scottish government said no discussions had taken place.

In its response, it added: 'The Scottish government promotes strong, constructive relationships between employers and trade unions, particularly where they are recognised, or where it is clear workers are seeking this collective representation.'

On the standard motion she submitted, Lennon told IOSH magazine: *'The BFAWU have helped to raise vital awareness of health and safety practices and reportable accidents, prompting closer scrutiny of the industry and the role of governments and regulators.'*

'I'm not aware of other parliamentary scrutiny that is currently underway but I'm grateful for organisations like BFAWU and Animal Equality for continuing to shine a light on the need to prevent and address harm to workers and animal welfare.'

The remote nature of many fishing activities and the varied types of hazards that people who work in the sector face means that fishing remains one of the most

the dangerous industries globally.

As an IOSH magazine article on the safety of the global fishing industry from 2024 reveals, it is difficult to determine how many people are killed at work every year, although the non-profit FISH Safety Foundation (FSF) estimates that in 2022 the figure could have been more than 100,000, which is significantly higher than previously thought (www.ioshmagazine.com/2024/08/20/troubled-waters).

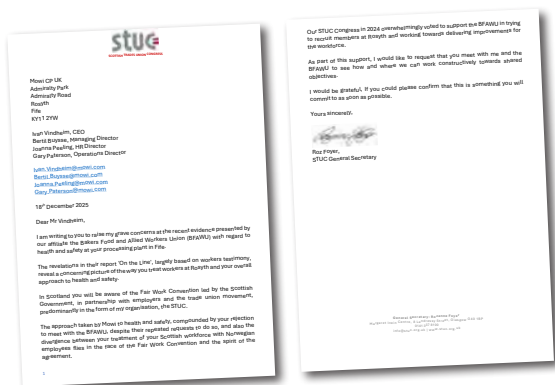
Eric Holliday, FSF's chief executive, says the main causes of accidents include lack of training and regulation.

IOSH magazine has produced a *Dying in the dark* video (<https://www.ioshmagazine.com/2024/10/22/dying-dark-safety-fishing-industry>), which looks at the common hazards in global fishing and also explains what can be done to improve the health, safety and wellbeing of those employed in the sector.

<https://danwatch.dk/sender-tonsviis-til-danmark-laksejigant-anklages-for-elendige-arbejdsforhold/>

<https://www.intrafish.com/processing/workers-with-salmon-asthma-may-be-entitled-to-compensation-from-their-employer/2-1-1922080>

The Mowi campaign has highlighted the organising opportunity in Scotland where between 2200 and 2500 workers are employed. An industry un unionised taking in employers such as Bakkafrost, Thistle Seafoods, Salmo Salar, Kames, Cook Aquaculture and Wester Ross, to name a few



Organising opportunities

Further organising opportunities in Scotland are at **Baynes Bakery** where in a recent report stated they now have 71 shops with a further 69 to open over the next 2 years. They currently employ over 1000 people and are in the process of an £11m bakery extension in Lochore, Fife.

Other notables with organising opportunities are Dominos Cambuslang factory, McQueens Dairy East Kilbride, Albert Bartlett Airdrie, Kerrs Bakery Motherwell, Cake Décor Cumberland, UIN Foods Cambuslang. These are all sites that I have leafleted in the past and have a few members in UIN Foods and Cake Décor off the back of leafleting. However, I feel that with more support we could increase membership in these sites. On that note thanks to James Cushley, Chris McGill and Willie Brennan who support when they can..

SALT Branch 601

I continue to support branch 601 by attending disciplinarys, grievances and appeals, although the plan going forward is to step back and let the branch reps deal with issues within the branch. This is a very active branch who meet regularly and have great campaigning ideas, relevant to their respective trade.

Building existing branches

Sister Lizzie Dinning has been working hard through 2025 to rebuild some of our long-standing branches, supporting existing and new reps and branch secretaries, the two main successes are:

Greggs BNDC

This site joined branch 529 and after some work identifying members who were looking to be more active, we now have an active health and safety rep in there who is supporting the branch secretary. As it is the first National Distribution Centre within Greggs, there are processes at site that are not present yet in any other site in Greggs and having a trained health and safety rep involved means that members know that they have a voice and are safer at work as a result. The new rep is a regular attendee of the JCC meetings with the branch secretary and engagement meetings too.

The site also elected a new workplace rep, who was a fantastic support for the branch secretary in the pay ballot that fell into 2026, despite the negotiations starting in 2025. He worked hard to talk to members of the branch in his site and wider about the benefits of the offer which helped with the branch overwhelmingly supporting the negotiating team and accepting the offer.

Jacksons

The long-standing branch secretary retired in 2025, thanks to Darren for all his work over the years, supporting members and we all hope he has a long and healthy retirement. This left the branch needing a new branch secretary.

Kraig Harrison, who had been a rep at site for a while was duly elected to the role, he has already identified new safety reps to support him which is great. Towards the end of 2025, the branch has started to have joint meetings with the company and are now meeting every 6 weeks, this has been vital in improving communication with the company and the union and as these continue we envisage more members wanting to become active as they start to see the relevance of the union at site again.

Region 5 Shop Stewards Meeting 12.03.2025

Overview on **GDPR** given by Jit. Discussion took place around leaving emails open, having locked filing cabinets in a branch office. Issues with members with the same name being discussed and it is the wrong person.

Occupational Health and medical exemptions. Use it to your advantage. Disability protection.

A presentation on the **Employment Rights Bill** was given from the solicitors on the changes going through parliament. Right to claim unfair dismissal 2 years unless discriminatory. Fair reasons being conduct, redundancy, capability, statutory convention (work visa) Statutory probation, family friendly rights and equality, refusal statutory rights, needs of business, inability to service, and recruit.

Protection from harassment amended to take all reasonable steps. Disclosure that sexual harassment has taken place.

A discussion followed around gender pay gap, menopause and unfavourable treatment linked to the menopause such as discrimination, brain fog, sex discrimination claim, Fire and Rehire- reason for dismissal, sound business reason, variation, evidence of consultation, or unreasonable change to T & Cs.

No 5 Regional Health and Safety Meeting 12.02.2025

Discussed:

- Drug & Alcohol Policies
- Whistleblowing?
- Severe Weather Policies
- Cool It Campaign
- Violence in The Workplace

Parliamentary Group/ Community activism, Campaigns, International Solidarity

We have also been fortunate to have parliamentary support from **Monica Lennon**, MSP, **Alex Rowley** MSP and **Richard Leonard** MSP.

On some of the Salmon Farming in the North of Scotland, and Islands, **Ariana Burgess** MSP was very supportive. Their support is greatly appreciated. Let's hope the supportive MSPs who are standing again get re-elected in 2026. Good luck to Richard Leonard and Alex Rowley in their future endeavours too.

We continue to support international campaigns in Glasgow, and within North Lanarkshire Trades Council.



Bro Chris McGill attending NLTUC International Workers Memorial Day

Finally, to finish on a more positive note, congratulations to all the members celebrating their 40/30/20-year membership in 2025. Your loyalty does not go unnoticed.

Welcome to all the new members who joined the BFAWU in 2025. We had 300 members join online in 2025.

I would like to take this opportunity to thank our clerk, **Vicky** in Region 5 office who keep us ticking over.

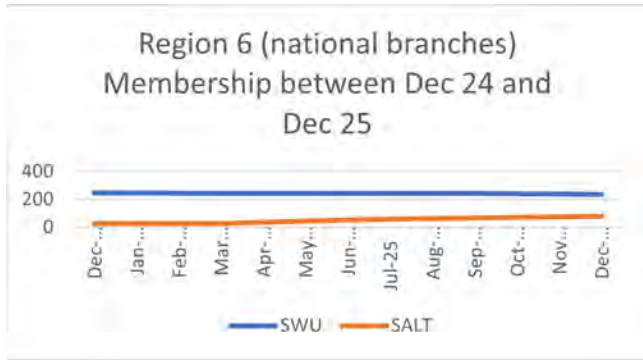
I would like to extend those thanks to **Summer** at Head Office, and the clerks in Regions 2 and 4 for their support of the FTOs in Region 5. It's appreciated.

My thanks to **Jit** and **Lizzie** for their comradeship and support throughout the year.

La Lucha Continua.



Region 6



Region 6 comprises our targeted branches:

- 600 SWU -- Sex Workers Union
- 601 SALT -- Solidarity Across Land Trades

Region 7



The Regional Officer for Region 7, **Laura Graham**, has moved on to pastures new during the course of the year and we have no Report from Region 7.



YOUR EXECUTIVE COUNCIL

Executive Council Members		Jun 25	Aug 25	Nov 25	Feb 26	May 26
	Region 1 Peter Pyne	P	P	P	P	O
	Region 2 Tony Mansell	P	P	P	P	P
	Region 3 Imran Hussain	P	P	P	T	T
	Region 3 Michael Blundred	P	P	T	P	P
	Region 4 John Owens	P	P	P	P	P
	Region 5 Dave Lawrence	P	P	P	P	P
	Region 5 Sean Molloy	P	SD	SD	SD	SD
	Region 5 Ruth Stevenson	O	H	P	P	P
	Region 7 Kevin Flood	T	H	T	T	T
	Women's Rep Rachel Hart (Mullen)	T	T	T	T	T
	Young Members' Rep Curtis Tierney	P	P	P	P	P

Key: P – Present Physically T – Present on Teams X – Apologies given SD – Stepped Down H – Holiday O – Other

Executive Briefs

Throughout the year the National Executive meets to discuss various things, membership, regional council meetings, campaigns, complaints, finances, correspondence, employee issues and other areas.

These are the briefs of meetings discussions, that are GDPR compliant and are circulated to regional council delegates the quarter after the meeting is held.

13–15 August 2025 Held at Quorn Grange Hotel

Present: Sarah Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, Imran Hussain, John Owens, Dave Lawrence, Curtis Tierney
online: Rachel Hart

Apologies: Ruth Stevenson, Kevin Flood

Minutes of previous meeting, inc. corrections & matters arising

Mover: P Pyne
Seconder: J Owens

No questions or matters arising were raised that weren't already covered in the agenda.

Finances

Quarterly Accounts

Mover: D Lawrence
Seconder: M Blundred

There was a deficit in the accounts this quarter, but the position has improved when compared to this time last year, legal expenses for members has significantly increased this year, there has been a few complex cases which have incurred large bills as a result, but they were important to take on as had prospects of success.

There was a discussion around the use of free post envelopes and whether we needed regional specific ones anymore, when most people send emails, the cost of the regional licences could be saved and instead just have a freepost address for head office, this would be looked at with relevant communications going out over the next 12 months when the licences are back up for renewal.

Membership Grants

3 membership grants were considered, with 2 receiving additional funds from the Executive Council after the members concerned had each received funds from their respective regions.

Credit Union update

7–8 new members were picked up after Conference, more events at branches are needed to ensure members understand what the Credit Union is and why it is such a good member benefit. There are currently a little over 500 members with Credit Union accounts.

GDPR

There were no breaches reported or Subject Access Requests received this quarter.

Correspondence

35 pieces of Correspondence were considered, which included re-affiliation to Labour Research Department, Institute of Employment Rights, Campaign for Trade Union Freedom and Nicaragua Solidarity Campaign. Others included supporting events like Cardiff Transformed, A major Latin American event at TUC Congress, Scotland Demands better, General Strike Centenary and Train Wreckers, Save Liverpool Womens Hospital, Workers Planet event, Mary Quaille Club publication project and Make them Pay demo, some of these included small donations, others the use of our logo, or to share content on social media or our Journal.

Organising

Membership levels remain a concern, in no small part due to the loss of Rathbones earlier this year which has impacted us significantly. The churn of members joining and leaving is slowing down which is positive, but new growth seems to be coming from district branches rather than our traditional branches. All branches should be running engagement events, shouting about the wins they are getting for members, mapping their workplaces and looking at where membership can grow. We are only as strong as the membership we have.

It was appreciated it isn't easy to organise and recruit new members, but by showing members the power of the union in terms of wins and improvements it can make both locally and nationally, it is at least easier to engage in conversations about why people should join during engagement events.

Safety, Health and Environment

Heat in the Workplace was discussed and some of the issues that have arisen with the increased temperatures once again this Summer, the TUC had circulated some great resources on this and it was hoped many branches engaged with it as well as the Heat Strike Campaign kicking into action.

Nationally the Union inputted into the COVID enquiry highlighting early agreements on full sick pay and worker protections. The *End Not Defend* Campaign is continuing to build momentum with resources being produced, the IUF looking to run a International Day of Action and the committee discussed the importance of sharing workplace policies on things like Menopause and others so that we can share best practice and other branches can work to adapt their own accordingly.



Political

A lengthy discussion about the new ‘Your Party’ took place, there is a lot of excitement around it in the movement, any form of affiliation would need to be decided through Conference, but it was agreed that if the new party was going to work, it would need to have as many working class voices being raised and heard throughout it.

We have reps and activists who are members and activists in different Political parties, like Labour, Greens, Scottish Socialist and others and need to ensure we don’t alienate them, whilst not Politically affiliated, we can be political, but can also work with a range of MPs, Councillors and Parties that align with our rules and policies.

Concerns were raised about the influence Reform UK is having on members and wider communities, how they are great at pushing slogans out which pull people into thinking that they are radical and the only solution, but in reality they have voted against everything that would improve people’s lives both in work and out, and continue to focus on division rather than improving things for working class communities.

We need to ensure that we are getting that message through better than we are now, by way of busting some of the myths and lies they are peddling.

**Membership Analysis
Jun Qtr 25**

	Total	Retired/Unemployed	Free Cards	Shops	Paid In Jun Qtr 25	Paid In Mar Qtr 25	Difference over Qtr	Paid In Jun Qtr 24	Difference over year
Region 1	1,579	9	3		1,567	1,549	18	1,687	-120
Region 2	2,080	25	47	546	2,008	2,020	-12	2,028	-20
Region 3	3,726	25	88	71	3,613	3,750	-137	3,690	-77
Region 4	2,663	74	102	300	2,487	2,524	-37	2,650	-163
Region 5	3,817	68	123	924	3,626	3,685	-59	3,916	-290
Region 7	456	82	28		346	340	6	390	-44
600	242				242	243	-1	243	-1
601	52				52	26	26	24	28
Total	14,615	283	391	1,841	13,941	14,137	-196	14,628	-687

Total Membership Mar Qtr '25 14,794
 Difference over Qtr -179

Total Membership Jun Qtr '24 15,254
 Difference over year -639

Education

The new GFTU Education programme has been launched with over 90 Courses available, these can be seen and applied for here <https://gftuet.org.uk/education>. This year the GFTU has introduced waiting lists for the courses, so that if they are full when you apply, you will be put on the list to be approached if a space comes up. It is important that reps secure release before applying for courses as short notice cancellations and no shows may incur a cost to the union.

Annual Conference

The majority of the Conference feedback is positive with an average rating of 4.5 out of 5 for satisfaction of Conference overall, there are some great ideas for fringe meetings for 2026 and the Bingo Night felt to be a success and will be repeated!

Key take aways included increasing confidence, the feeling of solidarity and hope for the future, though there were some comments about the amount of Chicken on the menu!

AOB

The Executive sent their solidarity to Audrey White who was aggressively arrested as part of a peaceful protest supporting the Proscribed Palestine Activist group.



12-14 November 2025 at Stanborough House

Present: Sarah Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, Imran Hussain, John Owens, Dave Lawrence, Ruth Stevenson, Curtis Tierney
online: Rachel Hart, Kevin Flood

Apologies: There were none

Minutes of previous meeting, inc. corrections & matters arising

Ruth Stevenson was welcomed to her first meeting as Executive Council member for Region 5. Concerns were raised at the lack of nominations for the TUC Equality Conferences, which are an ideal opportunity for members to become active in the wider movement as well as their own branch, it was agreed to put a further call out to branches for nominations.

Mover: J. Owens

Seconder: D. Lawrence

Finances

Quarterly Accounts

There was a surplus in the accounts this quarter which is positive, though there is an outstanding affiliation payment to be made which will eat into that. There were no other comments.

Mover: D. Lawrence

Seconder: C. Tierney

Membership Grants

Two membership grants were considered, with 2 receiving additional funds from the Executive Council after the members concerned had each received funds from their respective regions.

Credit Union update

The Credit Union continues to perform well, though there is a huge potential of BFAWU members who could join but currently aren't members of it, despite it being a great benefit, there was a discussion about Credit Union visits to branches and who should be doing it, the board has created a briefing sheet for branch secretaries which has been circulated and will be providing further literature for FTOs to utilise in engagement events

Where they can, the board of directors will support, but they are volunteers with jobs and won't always be able to get release to attend other sites.

Membership Contributions

After looking at the finances of the union, membership levels as well as other operating costs rising such as insurances, utilities etc, the executive made the decision to raise the subs to £3.95 per week which is £17.12 per month (inclusive of the political fund, but not the region 5 benevolent fund). There will be regular reminders of the benefits of being a BFAWU member, including things like the Credit union, financial and legal services and Union Insurance services as well as all the great work done on behalf of members week in week out locally, regionally and nationally through the year.

GDPR

There were no breaches reported or Subject Access Requests received this quarter. Some of the legislation has been updated and we are working through what that means to us in terms of forms for members to fill in and processes if a member has a complaint. We also need to make sure that meetings such as Regional Council, we are aware of who the delegates are as we need to seek permission for photos etc to be taken as we have done the last few years at Conference.



Correspondence

20 pieces of Correspondence were considered, which included supporting a group of workers taking industrial action at St Helier and Epsom hospitals in South West London, being involved in a piece of research into the hospitality industry and unionising in it, supporting the Hillsborough Law Now campaign and a trade unions in the community initiative in Scotland, the York Disabled Workers Cooperative Christmas appeal, Time to be out supporting LGBTQ+ Asylum seekers and a booklet about Ellen Strange and the Cirn in Ramsbottom commemorating her, the oldest site in the world to commemorate a victim of Domestic Violence.

There was also correspondence from an organisation called *Homes for All* campaigning towards a national housing and planning demo, Mottram Estate tenant and resident association and supporting a letter to the chancellor around climate and her budget.

Organising

Updates were given on the work with Organise Now to organise Gails predominantly in the South, but with some stores in the North West and South Yorkshire, membership is almost at the point of creating a branch. MOWI continues to pull in members slowly, the latest health and safety report has been circulated to Scottish Parliament and the STUC and we are looking at ways to build membership further with an employer who does not want a trade union recognised at the site. There is a plan for the New Year to run organising meetings with Greggs reps, rather than the historical 2 day retail reps Conference, holding 1 day sessions for all reps, to go through the agreement, look at issues to raise at JCCs and regional council and support the reps creating their organising plans for their branch, dates are to be confirmed. L. Graham has identified an opportunity in Liverpool to Organise in pubs there.

Membership was up in 5 out of 6 regions this quarter on the quarter which is positive.

Safety, Health and Environment

There are a couple of new members to the National Committee and T. Mansell is now the Vice Chair. Key campaigns for 2026 around health and safety include Women's Occupational health and safety, making women visible in OHS, menstruation, menopause and the plan is to develop some practical union practice for these. Harassment is a Hazard, working with End Not Defend to create a toolkit for the campaign which includes rep briefings, mapping and skills audit, template management letter requesting psychosocial risk assessment and confidential reporting forms. It was also agreed and signed off by the Executive that Janet Newsham from Hazards should be made an honorary BFAWU member as she retires in recognition of all the support she has given the union whilst in position.

Political

A survey will be launched in the New Year to gather data on members voting intentions in the May local elections so that the Executive can see how much reach the Green Party, Reform UK, Labour and others have within our membership.

Education

The national committee met in October and discussed with concern how learning and education was not on the agenda in many regions and branches, over the last 12 months we have rebranded the learning services to BFAWU Learn, begun a mapping exercise of provision for members, looked at running a learning week (or few) during 2026 and developed online induction sessions utilising Google Classroom so that reps can hit the ground running when they get elected, once these are rolled out we will then look at other opportunities for the platform. The Committee looked at setting up a reading club, developing a cheat sheet on English dialect for members of which English is not their first language and looking at what Art could be used to engage members into learning, such as painting etc.

Legal Update

We have made the decision to sever ties with Slater and Gordon due to a significant drop in the services and support for members we have experienced over the last 6 months. Temporarily all branches who have used S&G will refer to Thompsons whilst we negotiate a long term plan. Members with cases already in process should continue to the end, but if there are any issues, please contact the General Secretary.

Annual Conference

After the positive feedback received regarding the 2025 Conference, and not being able to find a venue that would allow delegates to have their own room,

3 meals a day, unlimited refreshments and free parking, for the same low cost as Yarnfield, despite looking in depth as we did in 2023 and 2024 prior to re-booking, it was agreed that we would return there and the venue has been booked for arrival Saturday the 6th June and departure Thursday 11th June.

AOB

It was agreed that there would be a call for nominations for an FTO in Region 1, as F. Loveday had written to the Executive explaining his intention to retire, that the closing date would be the 3rd January and interviews held on the day of the Region 1 regional council meeting, with a ballot opening shortly after.

It was agreed that a full review of the organisation would be embarked upon with the help of a third party, the review would be member led and focused with surveys, focus groups and regular meetings to really delve into how the union can improve ways of working going forwards in a changing sector and economy.

Concerns were raised about the lack of engagement with Circulars and that information is unlikely to be passed onto members in branches if they aren't being read by branch secretaries, it was agreed that another call out for secondary contacts would be made and that there should be a focus on reps information being accurate so that information does reach those who need it, with a reminder that branch secretaries should be passing on information in circulars to members at the very least where there is one by putting a copy up on the notice board.

**Membership Analysis
Sep Qtr 25**

	Total	Retired/Unemployed	Free Cards	Shops	Paid In Sep Qtr 25	Paid In Jun Qtr 25	Difference over Qtr	Paid In Sep Qtr 24	Difference over year
Region 1	1,629	7	3	411	1,819	1,567	52	1,497	122
Region 2	2,113	25	46	558	2,042	2,008	34	2,016	26
Region 3	3,794	24	87	73	3,883	3,813	70	3,736	-53
Region 4	2,713	75	101	309	2,537	2,487	50	2,664	-127
Region 5	3,803	58	108	928	3,637	3,626	11	3,889	-252
Region 7	431	82	28		321	348	-25	357	-36
	600	243			243	242	1	243	0
	601	67			67	52	15	28	41
Total	14,793	271	373	2,378	14,148	13,941	208	14,428	-278

Total Membership Jun Qtr '25	14,615
Difference over Qtr	178
Total Membership Sep Qtr '24	15,588
Difference over year	-278

4–6 February 2026 Held at Stanborough House

Present: Sarah Woolley, Ian Hodson, Peter Pyne, Tony Mansell, Michael Blundred, John Owens, Dave Lawrence, Ruth Stevenson, Curtis Tierney
online: Imran Hussain, Rachel Hart, Kevin Flood

Apologies: There were none

The NP welcomed everyone to the 1st meeting of 2026.

Minutes of previous meeting, inc. corrections & matters arising

Mover: D. Lawrence

Seconder: C. Tierney

We don't seem to have had a wave of people leaving the union due to the subs increase the majority of the people who have left in January have left due to leaving the industry according to their emails to head office. We had one person contact us about going off on maternity leave and needing to leave the union as her pay was reducing, but we spoke to her about her options regarding the unwaged rate whilst she was off and she has remained a member which is positive

Finances

Quarterly Accounts

Mover: D. Lawrence

Seconder: C. Tierney

There was a lengthy discussion about the regional accounts versus the accounts of the union, comments had been made in a region about how the union is no longer in deficit, which is not true. Regional accounts may look healthy but they do not include any wages, national affiliations, the bills that are paid from head office, car costs etc. These are all paid from head office and are clear in the annual accounts.

Membership Grants

Two member grants were considered with payments being agreed for them both to support with their situations and that forms should be used to apply for grants from the Executive Council so that appropriate information can be considered, such as length of membership, what financial support is or has been received and the length or severity of the hardship.

Credit Union update

The Credit Union continues to perform well, though there is a huge potential of BFAWU members who could join but currently aren't members of it.

This despite it being a great benefit. There was a discussion about Credit Union visits to branches again after it was raised at a regional council meeting and who should be doing it, the board has created a briefing sheet for branch secretaries which has been circulated and will be providing further literature for FTOs to utilise in engagement events, where they can the board of directors will support, but they are volunteers with jobs and wont always be able to get release to attend other sites.

GDPR

There hasn't been any correspondence, complaints or issues this quarter

Correspondence

18 pieces of correspondence were considered, including supporting the Together Alliance and the Real Social Housing campaign and march, re-affiliation to War in Want and Stop the War, supporting UCU members in Sheffield on Strike, getting involved with the European Peace Conference and encouraging attendance at Tolpuddle amongst others.

Future Proofing the union

The process of gathering data for the GFTU ready for the review to take place has highlighted is that we have little information for a lot of members, including only an initial for their first name rather than a full name. It is no wonder that members who get an email saying dear S don't respond when it looks like we haven't bothered to know their full name!

We have plans to schedule emails to members that we have details for with their membership numbers and an update your details reminder, but this only works if we have correct details for everyone!

The GFTU are doing work in the background regarding the review and an email will go out to members this quarter to start the process.

Organising

There are Organising campaigns happening in McDonalds in region 3, Gails in region 1 with Organise Now, MOWI in region 5 that are ongoing. There is a plan to run some sessions with Reps in Greggs through 2026 that has been signed off with the company in terms of getting reps released. District branches in region 1 have had online branch meetings in the quarter which have worked well, it was agreed that there is a huge potential in the district branches and all regions should look at facilitating online branch meetings 4 times a year with them to support growth.

There are also regular social media posts on the BFAWU accounts that varied from organising, encouraging to be a rep, member benefits, myth busters and campaign posts that will reach people too.

Safety, Health and Environment

The Executive welcomed the national committees 2026 priority on Womens Occupational health and safety, as womens workplace risks are often under-identified due to male based systems, data and work patterns.

Areas that will be focused on as part of this will be menopause, menstruation, PPE fit, heat/cold stress and violence and harassment as occupational risks and not solely HR issues, this will be supported by an Executive Council motion to Conference and a session within Conference business for the whole Conference to engage with in June.



Political

The Right to Food Commission is underway with the first of the formal commission sessions having been held in Liverpool, having BFAWU members voices involved is crucial and an online meeting for BFAWU members held in a community voices format will be held in the quarter, as well as a session at Conference as part of Conference business so that all delegates can engage.

Planning for the Together Alliance March on the 28th March is well underway and there are a number of BFAWU branches that have indicated they will be present so we should be able to have a good bloc there.

Education

The key points from the ULR committee is the focus on engaging people to become ULRs and fill the committee over 2026 and trying to engage people with an interactive quiz over the coming months may be a good place to start. The mapping of provision has begun with a generic mapping of what is available across the 4 nations and the next piece of work is to focus initially on places where we have sites for local provision before drilling down further.

Legal Update

The Certification Officer has instructed the union to change the Political Fund Rules basically moving back to an opt out rather than opt in process, this has meant that the rule had to legally be changed before Conference as the deadline was the 17th February, the GS explained to the Certification officer that the rule would be changed but the rule book would not be updated until after Conference.

There is going to be new legislation around digital balloting, unfortunately due to Conference voting against us preparing our rule book and processes for this last year, we are not able to move forward with online balloting, meaning as other unions begin to save money transitioning over to online platforms, we will still be bound by postal and printing costs.

There are changes coming in around Industrial ballots, notice to employers and picketing, a briefing will be circulated for regional councils and more information about the changes will be communicated in due course.

During 2025 86 members had claims with Thompsons, there were 2 employment related ones, 78 PI claims and 6 settlement agreements, the total amount rewarded to those 86 members was just shy of a million pounds, £994,379.40 which is an average of £11,562.55 per member.

The relationship with Slator and Gordon has ended, those with ongoing cases will have them seen through, Thompsons will pick up region 1 and region 4 branches that used them going forwards, we are looking at other providers to continue with a panel of three, however we cannot end up in a position where some members receive a different package to others, so we will just have the two firms for now.

Annual Conference

It was agreed that we would ask for Foodbank donations again this year and ask Stone community hub foodbank to send someone to open Conference, the number of motions received was disappointing.

This does, however, give us an opportunity to run a session on Health and Safety and the Right to Food which are both needed and potentially another Q&A session.

Fringe meetings and stall holders are in the process of being contacted and confirming and we are looking to have a range of speakers including **Naomi Wimbourne-Idrissi** from Jewish voice for Liberation, **Ian Byrne** MP and **Rebecca Long-Bailey** amongst others have been approached.

AOB

Clarity over subs payments when people are on long term sick, maternity, paternity, carers, bereavement, parental or unpaid leave needs to be looked into, the rule book says that contributions are due for every week of the year except in the case of members being certified sick or unwaged, those on long term sick will after 6 months pay no less than unwaged members. However, if someone is only in receipt of SSP is it right or fair that we take full deductions, we have pushed back against employers who back date deductions when a member returns to work, saying that it is not needed, but that isn't how it reads in the rule book, which is grossly outdated in this area.

There is also a gap around other types of leave where members may not receive any pay or a reduced amount of pay. It will ultimately need a rule change, but we need to be clear on what we are doing so that members aren't negatively impacted financially due to holes in a rule book that hasn't been updated to reflect the current working practices in the industry.



4-6 May 2026

Held at Stanborough House

Present: Sarah Woolley, Ian Hodson, Tony Mansell, Michael Blundred, John Owens, Dave Lawrence, Ruth Stevenson, Curtis Tierney
online: Imran Hussain, Rachel Hart, Kevin Flood

Apologies: There were none

The NP welcomed everyone to the meeting and congratulated Peter Pyne on his election, the Executive wished him well in his new role as Organising Regional Secretary in Region 1 and looked forward to welcoming T. Shukla back onto the Executive as the substitute for the region.

Minutes of previous meeting, inc. corrections & matters arising

Mover: D. Lawrence

Seconder: M Blundred

There were no questions on the minutes. The Rosa Luxembourg Political Economy Course has been moved to July and information will be circulated to branches to encourage young members to sign up and attend in due course. Concerns were raised about the number of employers signing up to Wage Stream, and other names for it and the impact that it may have on members financial situations. It was agreed that we would make sure there is information put out there around the dangers of borrowing from next week or months wages if things are tight and that there are other areas for support, including the credit union and PayPlan.

The Political Fund legislative changes have been made, with a note going to Conference to explain the rule change and why it has been done as it has, it was agreed an emergency motion should be submitted in order to protect the union if further mandatory legal changes are enforced through the ERA and other legislative changes coming in over the next 12-18 months.

Finances

Annual Accounts

It was noted that whilst the union is still in a deficit, it has reduced significantly from last year, due to an increase in income partly from the subs increases, but also from the stabilisation of membership. 2023, 2024 and 2025 have all seen increases in membership giving us a combined increase of 461 members over the three years.

It was agreed that we are not out of the woods yet, we are still operating in a deficit and there is still a lot of work to do, but the long term trend of declining membership seems to be turning round and we are heading in the right direction finance wise.

Mover: C Tierney

Seconder: M Blundred

Quarterly Accounts

Mover: T Mansell

Seconder: R Stevenson

Membership Grants

2 member grants were considered with payments being agreed for them both to support with their situations.

An Executive Grant form was signed off and it was agreed this would be circulated to regions for use, and attached to this brief for regional councils to see.

Credit Union update

The Credit Union continues to perform well, though there is a huge potential of BFAWU members who could join but currently aren't members of it, despite it being a great benefit, there was a discussion about Credit Union visits to branches again after it was raised at a regional council meeting and who should be doing it, the board has created a briefing sheet for branch secretaries which has been circulated and will be providing further literature for FTOs to utilise in engagement events.

Where they can, the board of directors will support but they are volunteers with jobs and won't always be able to get release to attend other sites. The AGM will be held once again at Annual Conference and the board are currently updating the leaflets and paperwork.

GDPR

There hasn't been any correspondence, complaints or issues this quarter

Correspondence

18 pieces of correspondence were considered, including promoting the Rebel Finance School, signing a letter to the chancellor on Progressive AI, re-affiliating to organisations like the Campaign for Trade Union Freedom, Venezuela solidarity, getting involved in the Trade Union Clean Air Network, supporting Strike Map's solidarity fund as well as others.

Organising

There are Organising campaigns happening in McDonalds in region 3, Gails in region 1 with Organise Now, MOWI in region 5 that are ongoing. There is a plan to run some sessions with Reps in Greggs through 2026 that has been signed off with the company in terms of getting reps released.

There is a huge potential in the district branches and it was agreed that all regions should look at facilitating online branch meetings 4 times a year with them to support growth as this is where the union is seeing members join. There are also regular social media posts on the BFAWU accounts that varied from organising, encouraging to be a rep, member benefits, myth busters and campaign posts that will reach people too.

Safety, Health and Environment

There is a RIDDOR consultation ongoing which the committee felt the union should respond to, a short survey has been put together to help formulate a BFAWU response, branches should be encouraged to engage with the survey.

An update was given about the Conference session on women's health and safety and harassment as a hazard, led by the committee, with some additional speakers and contributors joining in. It was also agreed that this session should be opened up to the whole membership and we are looking at how to safely enable this to happen.

Political

The Right to Food Commission work is continuing, with 4 formal commission sessions having been held and numerous community voice sessions, there will be a session at Conference where delegates can feed into the commission directly as well as a stall so that delegates can engage privately if they don't feel comfortable having the conversations.

It was great to see so many BFAWU members at the Together Alliance March on the 28th March, the executive hopes that this is the start of more engagement with Alliance, both locally and nationally

Education

There wasn't a ULR committee meeting in the quarter due to availability, however the Executive was pleased to hear that volunteers from region 2 and region 7 have been found to join the committee, which will increase numbers and help support the work of the committee going forwards.

Legal Update

There are a lot of changes on the horizon through the ERA and others and it was agreed that we need to keep reps up to date on the changes so that they can ensure they are implemented at site level. Sessions at Conference will be held as well so that updates are explored further.

Annual Conference

Speakers were confirmed, Stone Foodbank are going to open Conference, Rebecca Long Bailey MP will give a Parliamentary update, Ian Byrne MP will speak about the Right to Food Commission, Zack Polanski, will talk about the Green Party and Naomi Wimbourne- Idrissi will walk about being a Jewish Woman supporting Palestinian people.

There will be a range of fringe meetings on Sunday, Monday and Tuesday and in Conference sessions from Stand Up to Racism, the national health and safety committee and the right to food. On an evening there will be the annual quiz and karaoke, bingo one night and a night of cheesy TV quiz shows including family fortunes and play your cards right.

AOB

The importance of engaging young members and allowing them to engage in processes of the union, such as Conference, regional council and training was discussed, and encouraging members more widely to engage in the review of the union, the Right to Food commission and to feed into the RIDDOR survey.



**GFTU Review
(BFAWU Member
Consultation)**



**RIDDOR Consultation
(Evidence Collection
form)**



**Right to Food
Commission
(Survey form)**



TREASURER'S REPORT 2025

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THE BAKERS FOOD AND ALLIED WORKERS' UNION
GENERAL FUND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st December 2025

2024		Continuing activities 2025	
£	Income	£	£
2,488,504	Contributions from members		2,592,520
20,000	Administration charge – Political Fund		20,000
2,985	Investment income		891
2,842	Rents receivable		2,945
738	Sundry commissions and other income		79
78,031	Increase (Decrease) in market value of investments		118,659
15,314	Profit (Loss) on disposal of investments		14,604
35,629	VAT recoveries		31,835
<u>2,644,043</u>			<u>2,781,533</u>
	Less Expenditure		
108,761	Benefits, Grants and Legal services (per Schedule I)	108,758	
116,942	Trade Unions and other affiliations (per Schedule II)	114,733	
<u>2,566,785</u>	Working expenses and other outgoings (per Schedule III)	<u>2,595,568</u>	
<u>2,792,488</u>	Total Expenditure		<u>2,819,059</u>
(148,445)	Surplus/(Deficit) for the Year		(37,526)
<u>1,347,825</u>	Amount of the General Fund at the beginning of the year		<u>1,199,380</u>
<u>1,199,380</u>	Amount of the General Fund at the end of the year		<u>1,161,854</u>

There were no recognised gains or losses in either year, other than the surplus or deficit reported above and in the attached Political Fund, Benevolent Fund and the North Eastern Social Fund.

The total recognised gains/losses in respect of the Pension Fund are shown on page 2.

THE BAKERS FOOD AND ALLIED WORKERS' UNION
PENSION FUND POSITION AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st December 2025

2024		Continuing activities 2025	
£	Change in defined benefit obligation	£	£
7,706,000	Benefit obligation at beginning of year	7,079,000	
96,000	Current service cost	84,000	
346,000	Interest cost	379,000	
(615,000)	Actuarial (gains)/losses	83,000	
(419,000)	Benefits paid	(421,000)	
(35,000)	Other	(39,000)	
7,079,000	Benefit obligation at end of year		7,165,000
Analysis of defined benefit obligation			
7,079,000	Plans that are wholly or partly funded		7,165,000
Change in plan assets			
4,485,000	Fair value in plan assets at beginning of year	4,135,000	
202,000	Interest income	222,000	
(109,000)	Administration expenses	(130,000)	
367,000	Employer contribution	390,000	
(356,000)	Return on assets excluding interest income	7,000	
(419,000)	Benefits paid	(421,000)	
(35,000)	Other	(39,000)	
4,135,000	Market value of Assets at end of year		4,164,000
(2,944,000)	Net Funded status at end of year		(3,001,000)
Amounts recognised in profit and loss account			
96,000	Current service cost	84,000	
109,000	Administration expenses	130,000	
144,000	Net interest	157,000	
(349,000)	Amount charged to P&L		(371,000)
615,000	Actuarial gains/(losses) immediately recognised	(83,000)	
615,000	Total pension cost recognised in the Pension Fund		(83,000)
367,000	Pension fund contributions paid for by General Fund		390,000
(356,000)	Return on assets excluding interest income		7,000
277,000	Total gain/(loss) movement for year		(57,000)
(3,221,000)	Deficit in scheme at beginning of year		(2,944,000)
(2,944,000)	Funded status of Pension Fund at the end of the year		(3,001,000)

THE BAKERS FOOD AND ALLIED WORKERS' UNION
POLITICAL FUND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st December 2025

2024		Continuing activities 2025	
£	Income	£	£
26,653	Contributions from members		25,265
<hr/>			<hr/>
26,653			25,265
	Less Expenditure		
3,805	Contributions to Labour parties, election funds etc.	440	
2,870	Conference and delegates' expenses, etc	1,862	
20,000	Administration expenses – General Fund	20,000	
<hr/>		<hr/>	
26,675	Total Expenditure		22,302
			<hr/>
(22)	(Deficit)/Surplus for the Year		2,963
20,134	Amount of the Political Fund at the beginning of the year		20,112
<hr/>			<hr/>
20,112	Amount of the Political Fund at the end of the year		23,075
<hr/> <hr/>			<hr/> <hr/>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
BENEVOLENT FUNDS INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31st December 2025

2024		Continuing activities 2025	
£	Income	£	£
5,052	Contributions from members		4,793
–	Donations		–
<u>5,052</u>			<u>4,793</u>
	Less Expenditure		
1,833	Benevolent grants	1,940	
786	Conference guests	733	
74	Postage and other expenses	75	
<u>2,639</u>	Total Expenditure		<u>2,748</u>
2,359	Surplus/(Deficit) for the Year		2,045
<u>22,143</u>	Amount of Benevolent Funds at the beginning of the year		<u>24,502</u>
<u>24,502</u>	Amount of Benevolent Funds at the end of the year		<u>26,547</u>

**North Eastern Social Fund Income and Expenditure
Account for the Year Ended 31st December 2025**

		Continuing activities	
£	Income	£	£
–	Donations		–
<u>–</u>			<u>–</u>
	Less Expenditure		
24	Sundry payments	–	
<u>24</u>	Total Expenditure		<u>–</u>
(24)	(Deficit)/Surplus for the Year		–
<u>2,127</u>	Amount of Social Fund at the beginning of the year		<u>2,103</u>
<u>2,103</u>	Amount of Social Fund at the end of the year		<u>2,103</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION**BALANCE SHEET****AS AT 31st December 2025**

2024		2025	
£	Funds	£	£
1,199,380	General Fund Reserve		1,161,854
	Benevolent Funds:		
13,071	No.3 Region	13,071	
4,759	No.5 Region	4,950	
6,672	No.7 Region	8,526	
24,502			26,547
2,103	North Eastern Social Fund Reserve		2,103
20,112	Political Fund Reserve		23,075
(2,944,000)	Pension Fund Reserve		(3,001,000)
<u>(1,697,903)</u>			<u>(1,787,421)</u>
	Represented by:		
	Fixed Assets (per Schedule IV)		
24,958	Freehold property	24,958	
–	Leasehold property	–	
5,309	Computer equipment	8,996	
30,267			33,954
1,113,184	Investments (per Schedule V)		1,082,761
<u>1,143,451</u>			<u>1,116,715</u>
	Current Assets		
55,280	Contributions receivable	51,415	
160,749	Other debtors and prepayments	204,424	
	Balances at bank (including Benevolent and Social Funds):		
13,071	Bank deposit accounts	13,071	
49,600	Bank current accounts	42,030	
817	Cash in hand	1,057	
<u>279,517</u>	Carried forward	<u>311,997</u>	<u>1,116,715</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION**BALANCE SHEET****AS AT 31st December 2025**

2024		2025	
£		£	£
1,143,451	Brought forward	311,997	1,116,715
	Less: Current Liabilities		
176,871	Creditors and accruals	215,133	
102,646	Net Current Assets/(Liabilities)		96,864
1,246,097	Net Assets Excluding Pension Asset		1,213,579
(2,944,000)	Pension Asset/(Liability)		(3,001,000)
<u>(1,697,903)</u>	Net Assets Including Pension Asset/(Liability)		<u>(1,787,421)</u>

S. Woolley General Secretary
for and on behalf of the
Executive Council

12th May 2025

THE BAKERS FOOD AND ALLIED WORKERS' UNION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 December 2025

1. Accounting policies

The following accounting policies have been applied consistently in dealing with the items that are considered material in relation to the Union's accounts.

- a) The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.
- b) Income and Expenditure is accounted for on the accruals basis, provision being made for contributions receivable for the period to 31st December, but not received by the year end and also for other accrued income and expenditure.
- c) Fixed assets are depreciated down to their residual value over their estimated useful life as follows:

Freehold property	<i>Fifty years from the date of purchase or valuation</i>
Leasehold property	<i>Forty years</i>
Office and computer equipment	<i>Two and a half years</i>
- d) Investments (Fixed asset investments) in listed company shares are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in the income and expenditure account for the period.
- e) Pension costs (see note 6)
- f) Operating lease rentals are charged on a straight line basis over the lease term.
- g) Legal income is measured as the fair value of the consideration received or receivable. Legal income is recognised in the period in which the legal defence and compensation claims are settled in the Union's favour, only at this stage can income be reliably measured. The Union accounts for costs and disbursements as incurred and for refunded disbursements as received.
- h) Government Grants received are netted off against the direct expenditure incurred on each of the projects. In the case of the Union Learning Fund, a grant has been provided to cover the full cost of the project.
- i) Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities.

2. Fixed Assets

All freehold property is stated at cost less depreciation to date.

Movements on fixed assets are disclosed in Schedule IV.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires the directors to make judgements, estimates and assumptions that can affect the amounts reported for assets and liabilities, and the results for the year. The nature of estimation is such though that actual outcomes could differ significantly from those estimates.

The following judgements have had the most significant impact on amounts recognised in the financial statements:

Pension Scheme

Values are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows to be required to settle the pension obligations.

THE BAKERS FOOD AND ALLIED WORKERS' UNION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 December 2025

4. Contingent Liabilities

As at the year end the Union was administering ongoing legal cases on behalf of its members. For cases lodged the Union may receive legal income in relation to cases with a successful outcome, and will incur legal costs in relation to the ongoing cases. Legal costs are recognised only when they can be reliably measured which is usually at the conclusion of each case. Contingent liabilities are not recognised in the financial statements in respect of legal cases still in progress, as the outcome of such cases cannot be reliably predicted and the associated legal costs cannot be reliably measured.

5. Operating Lease Commitments

At the Financial year end, The Union had future minimum lease payments under non-cancellable operating leases as follows:

	2025			2024		
	£	£	£	£	£	£
	Motor cars	Office equipment	Land and buildings	Motor cars	Office equipment	Land and buildings
Not later than one year	71,436	16,165	4,707	73,379	39,917	9,414
One to two years	43,812	15,765	–	42,631	33,452	4,707
Two to five years	11,416	31,530	–	15,007	47,294	-
The charge against income for the year was	92,693	17,534	10,038	91,411	26,729	9,864

6. Pension costs

The Union operates a UK registered trust-based pension scheme that provides defined benefits. For service up to 31 May 2011, pension benefits are linked to the members' final salaries and service up to 31 May 2011 (or date of leaving if earlier). From 1 June 2011, pension benefits are built up on a Career Averaged Revalued Earnings (CARE) basis, where benefits are linked to members' salaries in each year and increased to retirement broadly in line with inflation.

The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

There are three categories of pension scheme members:

- **Active members:** currently employed by the Union
- **Deferred members:** former active members of the Union and not yet in receipt of a pension
- **Pensioner members:** in receipt of pension.

The Trustees are required to carry out an actuarial valuation every 3 years. The valuation as at 31 December 2024 is currently underway, however has not yet been finalised.

This valuation is used to determine the contributions that are required to be paid by the Union. The Trustees are required to allow for a level of prudence when setting the assumptions used for the valuation. This means that the liabilities calculated are higher than those reported under FRS 102.

An actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 31 December 2021. This valuation revealed a funding shortfall of £3,008,000. Following this valuation, the Union has agreed to pay annual contributions of 19.2% of members' pensionable salaries (less the member's contribution) to meet the cost of future service accrual.

THE BAKERS FOOD AND ALLIED WORKERS' UNION**NOTES TO THE ACCOUNTS****FOR THE YEAR ENDED 31 December 2025****6. Pension costs (continued)**

The Union has also agreed to pay contributions towards the funding shortfall in the Scheme, expenses and PPF levy of £268,000 per annum from 1 April 2023 to 31 December 2034

The Union therefore expects to pay £404,421 to the Scheme during the accounting year beginning 1 January 2026. The actual contributions payable may differ once the 31 December 2024 valuation is finalised and the new Schedule of Contributions takes effect.

The results for the most recent formal actuarial valuation as at 31 December 2021 have been updated to 31 December 2024 by a qualified independent actuary. The assumptions used were as follows:

	Year ended 31/12/25	Year ended 31/12/24
	pa	pa
Significant actuarial assumptions		
Discount rate	5.60%	5.50%
Retail prices inflation (RPI)	2.85%	3.15%
Consumer prices inflation (CPI)	2.45%	2.80%
Other actuarial assumptions		
Salary increases	2.45%	2.80%
Pension increases:		
Pre 88 GMP	2.20%	2.30%
Pre 1 June 2011	2.80%	3.10%
Post 31 May 2011	2.45%	2.75%
CARE revaluation:		
Active members	2.80%	3.10%
Deferred members	2.45%	2.80%
Revaluation of deferred pensions in excess of GMP	2.85%	3.15%

Mortality assumptions

Description	Year ended 31/12/25	Year ended 31/12/24
Mortality (pre-retirement)	As per post-retirement	As per post-retirement
Mortality (post-retirement)	100% S4PxA CMI 2024 [1.00%] (yob) (all default parameters)	102% S3PMA / 110% S3PFA + 1 year CMI 2023 [1.00%] (yob) (all default extended parameters)

Life expectancies (in years)

	Year ended 31/12/25		Year ended 31/12/24	
	Male	Female	Male	Female
For an individual aged 65 at the year end	21.40	23.70	20.20	22.20
At age 65 for an individual aged 45 at the year end	22.40	24.80	21.10	23.30

THE BAKERS FOOD AND ALLIED WORKERS' UNION
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 December 2025

6. Pension costs (continued)

Assets

The fair value of the assets of the Scheme were:

Asset Class	Year ended 31/12/25 Mkt value £'000	Year ended 31/12/24 Mkt value £'000
Equities/Growth Assets	2,575	2,823
Liability driven investments	1,041	1,182
Buy and maintain credit	431	–
Trustee bank account	2	12
Cash	17	20
Sundry debtors & creditors	60	40
Owed to the Union	(40)	(20)
Insured annuities	78	78
	<hr/> 4,164	<hr/> 4,135

The return on the asset was:

Asset Class	£'000	£'000
Interest income	222	202
Return on assets less interest income	7	(356)
Total return on assets	<hr/> 229	<hr/> (154)

There have been no amendments, curtailments or settlements over the accounting period

7. Reconciliation of Movement in Members' Funds

The Union is aware of the 2023 ruling in the Virgin Media vs NTL Pension Trustee case and subsequent court of appeal ruling published in July 2024.

These ruled that certain amendments made to the NTL Pension Plan were invalid because they were not accompanied by the correct actuarial confirmation.

On 1 September 2025, the Government published a list of amendments to the Pension Schemes Bill, which included changes to address issues arising from the Virgin Media ruling. These changes should mean that schemes are able to retrospectively certify historical benefits changes that met the relevant requirements at the time.

As a result, no allowance has been made for this ruling in these disclosures

Reconciliation of Movement in Members' Funds	2024 £	2023 £
Member's Funds Brought Forward (as restated)	(1,697,903)	(1,828,771)
Surplus/(Deficit) on General Fund	(37,526)	(148,445)
Movement ((deficit)/surplus) on Pension Fund Reserve	(57,000)	277,000
(Deficit)/surplus on Political Fund	2,963	(22)
(Deficit)/Surplus on Benevolent Funds	2,045	2,359
(Deficit)/Surplus on North Eastern Social Fund	–	(24)
Member's Funds Carried Forward	<hr/> (1,787,421)	<hr/> (1,697,903)

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 December 2025

2024		2025
£		£
	(I) Benefits, Grants and Legal Services	
2,850	Funeral grants	1,463
6,750	Free card grants	4,950
–	Fatal accident claims	–
5,939	Sundry grants (members and charities)	7,289
76,071	Legal defence costs incurred in period	82,513
17,151	Sickness benefits	12,543
–	Unemployment benefits	–
<hr/> 108,761 <hr/>		<hr/> 108,758 <hr/>
	(II) Trade Unions and Other Affiliations	
31,600	IUF UITA IUL and EFFATT	30,548
18,201	GFTU	18,545
52,753	Trades Union Congress fees	54,004
14,388	Affiliation fees & contributions to industrial committees	11,636
<hr/> 116,942 <hr/>		<hr/> 114,733 <hr/>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 December 2025

2024 £		2025 £
	(III) Working Expenses and Other Outgoings	
58,964	Collectors' commission	58,850
83,188	Branch secretaries	87,121
971,407	Salaries and National Insurance	1,049,356
335,972	Retirement Benefits Scheme contributions	332,388
72,730	Retirement Benefits Scheme admin costs	75,566
134,030	Car costs	129,661
20,301	Organising expenses	6,130
83,457	Rent, rates, light and heat	70,027
63,895	Insurances (including cars)	64,737
47,441	Repairs, maintenance and equipment leasing	39,313
17,108	Cleaning and miscellaneous	11,136
20,373	Telephone	20,435
12,890	Printing, stationery and publications	10,400
29,896	'FoodWorker' printing and distribution costs	33,850
–	Promotion	–
3,342	Postage	2,094
157,199	Computer expenses and website	166,557
55,211	Officials' and delegates' expenses	49,953
18,958	Balloting	14,325
5,735	Health and Safety Expenses	7,003
7,175	Training	13,338
73,662	Expenses of Conference of the Union	72,824
65,783	Audit, accountancy and special services	62,068
52,017	Legal and professional expenses (non-member defences)	57,452
13,777	Bank charges and interest	15,025
15,073	Investment manager charges	14,576
13,307	Sickness and health insurance	13,120
122,454	VAT on above expenses	111,239
–	Corporation Tax	–
	Depreciation (Note 1c)	
10,594	Computer equipment	7,024
846	Amortisation of leasehold property (Note 1c)	–
2,566,785		2,595,568

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31st December 2025

	Stanborough £
(IV) Fixed Assets	
(a) Freehold Property	
Cost (Note 2)	
As at 1st January 2025	135,123
Additions	–
Disposals	–
As at 31st December 2025	<u>135,123</u>
Depreciation	
As at 1st January 2025	110,165
Charge for the year	–
Disposals	–
As at 31st December 2025	<u>110,165</u>
Net Book Value	
As at 31st December 2025	<u>24,958</u>
As at 31st December 2023	<u>24,958</u>

The Union has agreed to provide a contingent security in favour of the Bakers, Food and Allied Workers' Union Retirement Benefits Scheme by way of a first legal charge over the Stanborough House property.

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31st December 2025

(IV) Fixed Assets (continued)

(b) Leasehold Property

	Manchester £
Cost	
As at 1st January 2025 and 31st December 2025	33,884
Depreciation	
As at 1st January 2024	33,038
Charge for the year	–
As at 31st December 2025	33,884
Net Book Value	
As at 31st December 2025	–
As at 31st December 2024	–
	Computer Equipment £
Cost	
As at 1st January 2025	68,043
Additions in year	10,711
Disposals/retirements in year	–
As at 31st December 2025	78,754
Depreciation	
As at 1st January 2025	62,734
Charge for the year	7,024
Depreciation on disposals/retirements	–
As at 31st December 2025	69,758
Net Book Value	
As at 31st December 2025	8,996
As at 31st December 2024	5,309

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31st December 2025

2024		2025
£		£
	(V) Fixed Asset Investments	
	Quoted Investments	
1,131,627	Market value brought forward	1,112,884
782,510	Additions	540,835
(779,284)	Disposals	(539,916)
(100,000)	(Withdrawals)/deposits	(150,000)
78,031	Increase/(decrease) in market value	118,658
<u>1,112,884</u>	Market value carry forward	<u>1,082,461</u>
	Other Unquoted Loans and Loan Stock	
300	Market value brought forward	300
–	Increase/(decrease) in market value	–
<u>300</u>	Market value carry forward	<u>300</u>
<u>113,184</u>	Total Fixed Asset Investments	<u>1,082,761</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
STATEMENT OF EXECUTIVE COUNCIL RESPONSIBILITIES
FOR THE YEAR ENDED 31st December 2025

Trade Union law as augmented by the Union's Rules requires The Executive Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the income and expenditure of the Union for that period. In preparing those financial statements The Executive Council are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in operation.

The General Secretary on behalf of The Executive Council is responsible for keeping proper accounting records with respect to the Union's transactions and its assets and liabilities and for establishing and maintaining a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances to enable them to ensure that the financial statements comply with the **Trade Union and Labour Relations (Consolidation) Act 1992** (Amended). The Executive Council is also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as The Executive Council is aware:

- There is no relevant audit information of which the auditors are unaware
and
- The Executive Council have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

S. Woolley General Secretary
for and on behalf of the
Executive Council

12th May 2025

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 December 2025

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') FOR THE YEAR ENDED 31 December 2025. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2024 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that The Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of The Executive Council with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Council are responsible for the other information. The other information comprises the information included in the Annual Report of The Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in The Executive Council's report.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 December 2025

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations Act 1992** requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Executive Council

As explained more fully in The Executive Council's responsibilities statement on page 16, The Executive Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as The Executive Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, The Executive Council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless The Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Trade Union, and through discussion with The Executive Council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the **Trade Union Act 2016** and **Labour Relations (Consolidation) Act 1992** (Amended). We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements forming the bases of significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 December 2025

- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Obtaining a bank audit letter at the reporting date to verify the cash at bank balances; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by The Executive Council.
- Conclude on the appropriateness of The Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Springfield House
Springfield Road
Horsham
West Sussex, RH12 2RG

Kreston Reeves LLP
Chartered Accountants
& Statutory Auditors
Date: May 11th 2025

