



CONFERENCE MATTERS!



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EDITOR'S NOTES

"Every Conference motion debated, every contribution made and every vote cast reinforces that this remains a member-led union, driven by the experiences of food workers and allied trades."

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AS I WRITE THIS, I'm reflecting on another successful BFAWU Annual Conference. Once again, our democracy was on full display, with branches from across the country debating, challenging and ultimately shaping the future direction of our union.

Conference is always a reminder that our greatest strength lies in our members. Every motion debated, every contribution made and every vote cast reinforces that this remains a member-led union, driven by the experiences of food workers and allied trades. I would strongly encourage you to submit motions to your branch in the December Quarter meeting this year so that your ideas and proposals can be debated at next year's conference.

This year's Conference adopted an ambitious programme of work that reflects the challenges facing working people today. Delegates strengthened our Rule Book, modernising the way our union operates and ensuring it remains fit for the future. Alongside those changes, Conference agreed a wide-ranging policy agenda covering workplace rights, health and safety, equality, political campaigning and international solidarity. Those decisions now become the work of the Executive Council, officers, representatives and members across the union.

One of the themes running throughout Conference was the need to tackle poverty in all its forms. I was particularly pleased to see Conference reaffirm our commitment to ending food poverty and supporting the campaign for the **Right to Food**. It can never be acceptable that millions of people (including many of our own members) continue to struggle to put food on the table.

The Right to Food is about far more than emergency food parcels – it is about dignity, decent wages, secure employment and ensuring that everyone has access to healthy, affordable food. It remains one of the defining campaigns of our union, and we will continue working alongside the **Right to Food Commission** and our allies to make this a reality.

Conference also sent a clear message that work should *never* come at the expense of health or wellbeing. We backed campaigns on excessive workloads, occupational sick pay, women's occupational health and safety, stronger protections around biometric surveillance and the growing use of artificial intelligence in the workplace. As technology changes and employers look for new ways to monitor and manage workers, trade unions must ensure innovation never comes at the expense of fairness, dignity or workers' rights. These are emerging challenges that the BFAWU intends to lead on.

Our commitment to education was equally clear. Conference backed renewed campaigning for the return of a Government-funded *Union Learning Fund* and called for more accessible training so that all representative can develop the skills they need regardless of working patterns. Education has always been one of the movement's greatest strengths. It builds confidence, develops organisers and equips members to challenge injustice in the workplace.

That commitment to education was reinforced immediately after Conference as I had the privilege of attending and chairing the **GFTU Summer School**. Bringing together activists from unions across the movement creates space to share ideas, learn from one another and build the solidarity that strengthens us all.

Whether you're a new workplace representative or someone who has been active for decades, there is always something new to learn, and I would encourage every member to take advantage of the excellent educational opportunities available through the GFTU.

The summer is also a reminder that our movement is about more than meetings and negotiations. The **Durham Miners' Gala** once again demonstrated the enduring strength of working-class solidarity. Seeing tens of thousands of trade unionists, families and communities marching together behind banners that have been carried for generations is a powerful reminder that our movement has always been about people standing together for something bigger than themselves.

That spirit continued at Tolpuddle, where we gather each year to remember the **Tolpuddle Martyrs** whose courage laid the foundations for the rights we continue to defend today. Their story reminds us that trade union rights were never handed to us they were won through organisation, sacrifice and collective action. At a time when working people continue to face insecurity, inequality and attacks on their rights, their example is as relevant as ever.

If you have never attended Durham, Tolpuddle or a GFTU educational event, I would genuinely encourage you to consider getting involved. These events are not simply dates in the trade union calendar; they are opportunities to meet fellow activists, develop your knowledge, build confidence and experience the strength and diversity of our movement. They remind us that whilst our workplaces may differ, our challenges are often shared and together we are far stronger than we could ever be alone.

The months ahead will be busy. We have Conference decisions to implement, campaigns to develop, workplaces to organise and members to recruit. We will continue campaigning for stronger employment rights, better health and safety protections, decent sick pay, fairer workplaces and an end to food poverty. We will continue standing against the far right, standing up for equality and defending every worker's right to dignity, respect and justice.

Conference has given us our mandate. Now the real work begins.

As always, thank you to every workplace representative, branch officer, activist and member who gives their time to strengthen our union. The BFAWU has never been built by individuals – it has always been built by members standing together.

In solidarity always

Sarah

Durham Miners Gala BFAWU members at Durham



Fantastic to see Branch 600 our Sex Worker union branch at Durham again this year with their handmade banner!



Bumping into retired branch 580 member David Kirk is always a treat



Tolpuddle Martyrs The BFAWU at Tolpuddle



Speaking about the Right To Food Commission at Tolpuddle.

GFTU Summer School BFAWU Members from Greencore and Memory Lane Cakes





NATIONAL PRESIDENT IAN HODSON

“We believe that everyone deserves dignity at work, security at home and protection when life takes an unexpected turn. We believe that public services should exist for public benefit, that workplaces should be safe and respectful, and that prosperity should be shared rather than concentrated.”

CONFERENCE IS ALWAYS THE HIGHLIGHT OF our union calendar. It is where members come together to debate, challenge and shape our future.

Once again, delegates showed the determination and solidarity that have always defined our movement. It reminded me that trade unions are at their strongest when they speak with confidence about the kind of society we want to build.

Since Conference, politics has moved quickly. With Keir Starmer leaving office and Andy Burnham becoming Prime Minister, there is an opportunity to take the country in a different direction. A change of leader, however, will only matter if it is accompanied by a change of ideas.

For too long, Britain has been governed by the belief that public spending must be restrained while working class communities shoulder the burden of economic failure. Austerity has left our public services weakened, our communities neglected and too many working families struggling to make ends meet. It has not solved Britain's problems – it has simply shifted the cost onto those least able to bear it.

If this Burnham Government is serious about change, it must leave that failed Starmer approach behind. Instead of asking those with the least to sacrifice more, it should recognise that Britain is a wealthy country whose wealth has become increasingly concentrated in the hands of a few. Fair taxation of wealth, investment in public services and an economy that rewards *work* rather than speculation should become the new direction of travel.

One of the clearest examples of political failure has been the treatment of benefit claimants.

For years, the public has been told that the welfare bill is *unsustainable* and that people claiming benefits are responsible for Britain's economic difficulties. The reality is vastly different. Much of what is described as the welfare bill consists of state pensions, support for disabled people, housing costs inflated by decades of failing to build affordable homes, and in-work benefits that effectively subsidise employers paying wages that are too low to live on.

The real question should not be why people receive support, but *why so many need it in the first place*.

No one should be condemned to poverty because they become ill, disabled, unemployed or reach retirement. A civilised society protects people when they need help, it does not turn them into political scapegoats.

Housing tells the same story. Decades of failing to build council homes have left millions trapped in an expensive private rented sector while taxpayers spend billions subsidising landlords through Housing Benefit. Britain needs a new generation of high-quality council housing, giving people secure, affordable homes instead of insecurity and rising rents.

The same principle applies to our essential services. Water, energy and transport should serve the public, not shareholders. Privatisation has too often meant higher bills, declining standards and a lack of accountability. Public ownership is not about looking backwards – it is about ensuring that industries essential to everyday life operate in the interests of the people who rely on them.

For too long, policy has favoured wealth over work, profit over people and short-term economics over long-term social justice.

Trade unions must also continue leading the debate on workplace safety.

The Workers Policy Project's *End Not Defend* campaign has been highlighting why sexual harassment should be recognised as a workplace health and safety issue. Sexual harassment causes psychological injury, destroys confidence and damages lives. Employers already have a duty to protect workers from foreseeable risks to their health. Sexual harassment should be treated no differently. *Prevention* must become the priority, rather than waiting until someone has already suffered harm.

Another issue demanding urgent attention is the impact of extreme heat at work.

Across the UK, workers are increasingly expected to carry on in dangerously high temperatures, whether in factories, bakeries, warehouses, kitchens or outdoors. Yet legal protections remain inadequate. If governments refuse to introduce meaningful maximum workplace temperatures, and employers refuse to make workplaces safe, then the labour movement must begin arguing for the right of workers to stop work where excessive heat presents a genuine risk to health. Unsafe heat is no different from any other workplace hazard and should be treated as such.

Our values must also extend beyond the workplace.

The increasingly hostile language directed at refugees has no place in a compassionate society. People fleeing war, persecution and oppression deserve to be treated with dignity and humanity, not used as political targets.

At the same time, Britain cannot continue to ignore the suffering of Palestinians. International law, human rights and the protection of civilian life must never depend on political convenience.

We must also defend the democratic freedoms that generations of trade unionists fought to secure. Peaceful protest is a fundamental democratic right, not a threat to democracy. As restrictions on protest continue to grow, we should never stop defending the civil liberties that protect every one of us.

Whether we are talking about wages, housing, public ownership, workplace safety or social security, the same question runs through each debate: *who should our country work for?*

For too long, policy has favoured wealth over work, profit over people and short-term economics over long-term social justice.

Trade unionists have always offered a different vision. We believe that everyone deserves dignity at work, security at home and protection when life takes an unexpected turn. We believe that public services should exist for public benefit, that workplaces should be safe and respectful, and that prosperity should be *shared* rather than *concentrated*.



Conference reminded us that these values remain as relevant today as ever. Whatever political changes take place in Westminster, our responsibility remains unchanged. We will continue to organise, campaign and speak up for working people. We will continue to challenge injustice wherever we find it. And we will continue to argue for a Britain built not on inequality and division, but on fairness, solidarity and hope.

That is the future our members deserve, and it is one worth fighting for.

Ian

OUR AWARD WINNERS!

The Dermey Best National Health and Safety Award

For those who don't know, we named the National Health and Safety award after **Dermey Best** – one of our fantastic members in Region 7 who has for many years contributed to keeping our members safe at work. The Executive felt that it was fitting that we rename the award after Dermey to thank him for all the amazing work he has done over his many years of activism.

It was recognised that this year's recipient has, just like Dermey, contributed so much in the way of keeping members at their own branch safe, but also the region and the union by contributing at both levels actively.



This years recipient is **George Hoy**

The Shaun Welsby Award

When we sadly lost Shaun, the Executive wanted to keep his memory alive.

Shaun was an activist in Region 4, spent a period of time as our Vice President and of course was heavily involved in Warburtons, what with being a Branch Secretary, so it was agreed that rather than name an existing award, we would create a **Shaun Welsby award** that would be awarded to activists within Warburtons who go *above and beyond*.

This year's recipient was chosen by the Warburtons Branch Secretary group due to his positive work in the branch but also for everything he does for the people of Warburtons outside work, which they all believed is totally amazing and shows the real quality of the man he really is. And from a personal note his activism, especially on international issues concerning Palestine, as well as wanting to support the wider union is *inspiring*.



This years recipient is **Chris McGill**

MORE AWARD WINNERS!

The Olive Molloy Young Member Award

Olive Molloy will be remembered by most who knew her as the chair of Standing Orders. For those in Region 5 she was often found collecting the stamps from our regional council packs pre-digitalisation!

After Olive passed away, the Executive felt it was a fitting tribute to name the Young Members Award after her as she inspired so many in our union and held such respect as chair of Standing Orders.

This year's recipient, unfortunately cannot be with us at Conference, but they have hit the ground running recognising that Gails, while outwardly talking about being a good employer, have some questionable practices internally and that workers in Gails need to organise to improve the culture within the stores. They have built up a contact list well into the 80s of workers at Gails and is going round when not working talking to workers and encouraging them to organise and join the BFAWU.



Sponsored by Thompsons Solicitors, this years' recipient is **Hazel Davis**.

The award was collected on Hazel's behalf by **Ayaan Aden**. Hazel will receive the award at July Regional Council!

The Pat Rowley Organising Award

Pat Rowley was an incredible activist for our union, even in his 90s he would be found on a picket line or march, or dancing until the early hours at Conference. His enthusiasm, dedication and knowledge of our union, especially the finances and the wider movement was inspirational for members of all ages, and when Region 2 put a motion forward to name the Organising Award after him, it was great to see the whole of conference agree.

This years recipient has been on fire in their branch, signing up new members every week to the union (if I remember rightly it is well over 40 this year so far!), talking to workers about the union, running surgeries at site as well as supporting other reps in their branch.



Sponsored by Thompsons Solicitors, this years' recipient is **Ahmed Gomaa**.

The Union Learner Representative Award

We learn every day and union learner reps are a vital part of our structures as they support members to learn.

Unfortunately, this years recipient couldn't be at Conference – it is a new branch. They have over the last 12 months run sessions at the **Oxford Real Farming Conference** on the realities of being a landworker, created a fantastic workers inquiry report on the same subject and have travelled the country running workshops about both unionising and the issues in the sector they work in. It has been truly inspiring seeing the branch develop and grow as a result.



This years recipient is **SALT Branch** – received on their behalf by **Zeal Machin**, Branch 547.

CONFERENCE MOTIONS: CARRIED 2026



The full list of motions debated by Conference can be found in the **Final Agenda 2026**. Motions lost, withdrawn or 'Out of Order' are not included here, but some motions were *remitted* for debate on a future occasion.

For a copy of the Agenda, please visit the website (www.bfawu.org) and search for **Conference Documents – Agenda** is first on the list.

If you can't find it, email info@bfawu.org to request a link.

Rule Changes and New Rules

1 Rule 2.1 EXECUTIVE COUNCIL

Remove current rule and replace with:

Any ten or more members who desire to form a branch of this Union, must apply to the relevant Regional Council (RC), they must be:

- Employed in the same workplace
- Employed across a group of workplaces operated by the same employer
- Employed across a group of workplaces within the same area manager group
- Employed across a group of workplaces within the same franchise owner

No expense shall be incurred until authority has been obtained from the RC.

If a group of 10 or more workers in a specific sector of the industry or allied trades desire to form a branch outside of the above parameters to form a national branch, they must apply to the Executive Council

2 Rule change Rule 3.4 Branch 582

Remove: 'the new Member is entitled to a copy of these rules'

Insert: 'The new Member can access a digital copy of these rules from the BFAWU Website'

3 Rule change 4.1 Branch 582

Remove "Branch Safety Representatives are elected for a period of two years".

Insert "Branch Safety Representatives are elected for a period of five years".

Also from the last paragraph of Rule 4.1:

Remove "Regional Safety Committee Members and National Safety Committee Members will hold office for two years".

Insert "Regional Safety Committee Members and National Safety Committee Members will hold office for five years".

6 Rule 5.4a) Branch 390

This conference agrees to replace the word "retirement" in rule 5.4 a) with the word "Pension". The rule will now begin with the following:

Upon reaching State Pension age the rate of contribution may be reduced to £0.35 per quarter if the member has retired from full-time employment, to be increased each year at the same percentage rise as the full Members' contribution increase

7 Rule 5.14 Branch 390

This conference agrees to replace the word "retirement" in rule 5.14 with the word "Pension". The rule will now be:

All members having 40 years' membership shall be granted a free membership card in the Union. They shall receive a grant of £150.00. They shall be entitled to all Benefits as per Rule, until reaching State Pension age. Thereafter, Funeral Benefit only will apply

9 Rule 9.2 Branch 390

This conference agrees to delete rule 9.2.

11 Rule change 14.3 Branch 582

Remove "National Learner Representative Committee Members will hold office for a period of two years".

Insert "National Learner Representative Committee Members will hold office for a period of five years".

12 Rule 14.4 Branch 390

The words "branch officers" or "branch officer" shall be replaced with the word "President" in Rule 14.4.

13 Rule change 14.8 (k) Branch 582

Remove "Safety stewards to stand for re-election after 2 years".

Insert "Safety stewards to stand for re-election after 5 years".

15 Rule change 22.4 b) Branch 582

After the end of the first line, "A Standing Orders Committee shall be elected by and from the Conference delegates"

Insert "for a period of five years".

Also on the last line of the first paragraph remove "In the event of any such Member being elected conference delegate for the second year, then their branch shall be entitled to an extra delegate to that Annual Conference. " Insert "In the event of any such Member being elected conference delegate for the remainder of their 5 year term, then their branch shall be entitled to an extra delegate to those Annual Conferences."

On the second paragraph remove "In the event of any such Member not being a delegate to the second Conference, they shall function as a Member of the Standing Orders Committee but shall take no part in Conference debates".

16 Rule 22.12**EXECUTIVE COUNCIL**

Remove the last line of the second paragraph.

Resolutions from Branches will be accepted up to 31st December.

**General Motions****Union Policies****20****Branch 600**

This conference notes:

- 1 Branch 600 of BFAWU is The Sex Workers Union. Members of branch 600 are workers who sell their own sexual labour including but not limited to strippers, Only Fans creators, dominatrix's, escorts and prostitutes – known as full-service sex workers. This motion is regarding full service and in person sex workers whose work is partially criminalised.
- 2 Sex workers are often marginalised people who have been let down by the state/ government. People living in or escaping poverty, disabled people navigating a harsh and unfair benefits system, single mothers, migrants, working-class students, women and LGBTQIA+ people.
- 3 Current UK law permits buying and selling of sex but criminalises soliciting and brothel keeping. This is known as partial criminalisation of sex work. The current law of partial criminalisation of sex work is dangerous. The law makes sex workers less safe.
 - To avoid a soliciting charge, street sex workers work apart from each other, out of sight and away from safety. To pay for soliciting fines, sex workers have to sell more sex and often have to accept clients or perform services they would usually avoid.
 - Any two or more workers who work together indoors for safety can be charged with brothel keeping.
 - Sex workers vulnerable to criminalisation are less likely to access healthcare services and disclose their sex worker status.
 - Criminalisation impedes sex workers access to workers rights, their ability to organise their workplaces and tackle exploitative working conditions. Workers risk losing their and their colleagues incomes if they do so and the workplace is shut down by the police.
 - Prostitution related charges on criminal records are a barrier to employment for sex workers should they wish to leave the industry.
- 4 Decriminalisation of sex work is supported by human rights organisations such as Amnesty International, Human Rights Watch, UNAIDS, the World Health Organization, Terrance Higgins Trust, Sisters Uncut, The UN Working Group On

Discrimination Against Women and Girls, and the Global Alliance Against Traffic in Women. Unions such as the Royal College of Nursing, Unison NI, GMB, UCU, CWU, ASLEF, Equity and IWW all support the full decriminalisation of sex work in the UK.

Conference Believes:

- 1 Sex workers are workers and valued members of our union. Sex work is often a result of poverty and the current laws perpetuate a cycle of poverty.
2. Full decriminalisation is essential for sex workers' ability to organise against exploitation at work, for sex workers safety, public health, women's rights, LGBTQIA+ rights.

Conference Resolves:

- 1 To support the full decriminalisation of sex work.
- 2 To amplify the voices of for branch 600 and all sex workers by vocally supporting campaigns for the decriminalisation of sex work.
- 3 To join campaigns against any attempt to further criminalise sex work.

**21****Branch 258**

This Conference agrees that the Government should make it illegal to create AI-generated nudes, and introduces a law that criminalises creation, bans nudification tools, and forces social media platforms to protect victims.

The thought that one day somebody might use AI technology to create fake nudes of any female member of my family or friends is deeply troubling. This fear is not unfounded, as it's already happened to countless women and girls who have been victims of this disturbing violation of privacy. The use of artificial intelligence to generate nude images without consent is an issue that affects everyone, particularly women, who are most often targeted.

The UK law has a critical gap – while sharing deepfake porn is now illegal, creating it is not. This means someone can generate explicit images of you with complete impunity – as long as they don't share them.

This is about protecting human dignity and bodily autonomy in the digital age. Let us stand together against this modern form of exploitation and ensure that technology serves humanity, not harm

22**Branch 503**

We ask this conference to find a way to help end food poverty across the UK for children and adults alike

25

Branch 282

Needs budget for Kernow, Me ansums

We have been campaigning for a needs budget to improve the lives of our members their families and our proud citizens within our great Nation.

We ask conference to support us in kernow and adopt the Needs budget campaign throughout our Union nationally and push through Trades councils, local groups Branches ,Social justice groups and political parties to create a Nationwide campaign to tell this Government we've had enough....

Health, Safety and Environment

27

Branch 503

We ask conference to push back on employers who push shop staff to the limit by increasing workloads while reducing hours and staffing levels while still posting massive profits

28

Branch 432

That this conference agrees excessive workloads are damaging members' physical and mental health and Increased stress-related illness and burnout. Insufficient staffing levels are common practice in our workplaces. We should be campaigning for enforceable workload limits to train and support health and safety reps and to push for risk assessments covering workloads and stress. Employers have a legal duty of care and should be protecting their workforce.



29

Branch 503

Regulation and Unionisation of the Scottish Salmon Industry

Conference calls for the complete overhaul of how the Scottish salmon industry operates. For too long this industry has bathed in the prestige of Scotland's premium export outside of the whiskey industry. Despite being highly unregulated, this industry has some of the worst health & safety in Europe

30

Branch 582

Occupational sick pay

That this Conference agrees that employers should pay a minimum of 3 months occupational sick pay to all employees.

31

Executive Council

Conference notes:

That women make up a significant proportion of our membership across food production, manufacturing, distribution and retail, yet workplace health and safety systems, standards, equipment design and risk assessments have historically been based primarily on male bodies, male work patterns and male data.

Conference further notes that:

- Women face specific occupational health and safety risks including those related to menopause, menstruation, pregnancy, PPE fit, ergonomics, heat and cold exposure, welfare access and workplace harassment and violence.
- These issues are too often treated as individual HR matters rather than collective occupational health and safety risks requiring formal risk assessment and control measures.
- Many workplaces still lack:
 - suitable PPE designed and fitted for women
 - adequate welfare facilities and access
 - appropriate adjustments linked to menopause and menstruation
 - gender-responsive risk assessments.
- Trade union health and safety representatives are best placed to identify, raise and resolve these risks when properly supported and trained.

***Conference recognises:***

- That women's occupational health and safety is a trade union issue, a workplace safety issue, and an organising opportunity not a niche or optional equality topic.

Conference believes:

- Women's health and safety risks must be embedded into mainstream union health and safety policy, training and bargaining.
- Employers must be required to assess and control gender-specific workplace risks through proper consultation with union representatives.
- Union education and rep development must include practical training on gender-responsive risk assessment and workplace controls.
- Addressing these risks strengthens protection for all workers and improves overall workplace safety standards.

Conference resolves to:

- 1 Adopt Women's Occupational Health & Safety as a core union health and safety priority.
- 2 Support the development of union guidance and practical tools for reps and branches, including,
 - gender-responsive risk assessment approaches
 - menopause and menstruation workplace adjustments
 - PPE fit and design standards
 - welfare and dignity provisions
 - ergonomic and manual handling protections.
- 3 Instruct the Executive Council to integrate women's OHS into,
 - union health and safety training
 - rep development programmes
 - workplace bargaining guidance
 - model policy clauses and agreements.

- 4 Encourage all branches and regions to place women's occupational health and safety as a standing item on workplace health and safety committee agendas.
- 5 Support pilot projects and evidence gathering across unionised workplaces to identify best practice and secure measurable workplace improvements.
- 6 Report back to Conference on progress, outcomes and further recommendations.

Equalities

32

Branch 503

Looking after our pensioners in their retirement. Abolish their energy bills.

Conference abhors the treatment of our pensioners who for too long have been given the choice of heating or eating. To this end we are calling for all energy bills to be scrapped for pensioners, allowing them to live out their retirement years in relative comfort of knowing that they can put on their heating and use their electricity without financial recriminations.

33

Branch 390

This conference agrees that the interim guidance from the Equality and Human Rights Commission (EHRC) following the UK Supreme Court ruling on 16 April 2025 in *For Women Scotland Ltd v The Scottish Ministers* was flawed and should not be accepted by the government. We will ask our parliamentary group to lobby against the new guidance.

34

Branch 582

Parity on free bus passes.

That this Conference agrees that free bus passes across England should be the same as in London, Scotland, Wales and Northern Ireland. Linking the rest of England to the rising State retirement age is unfair and equality across the UK should be demanded.

35

Branch 503

Supporting workers with long term sickness in an ageing workforce

Conference, for too long many of our workers have found themselves in the unfortunate position of working in their later years to only find that they are not fit enough to carry out duties they were able to do when they were younger and fitter. We call on employers to find roles for these workers, many of whom have given 20 to 30 years' service to the one employer, instead of managing them out the door on capability. There are many solutions to this, such as, winding down with no detriment to their take home pay, job sharing, and making sure that there are health plans in place as part of their terms and conditions.

Education and Training

37

Branch 390

This conference agrees that our movement needs an educational fund supported by the government. We had this previously in the Union Learning Fund (ULF). To press the government into reintroducing this, we will submit a motion to the 2026 TUC Congress calling for the reintroduction of the ULF.

International

38

Branch 503

We ask this conference to lobby the international committee to hold Donald Trump accountable for his actions in Venezuela, his threats against Greenland and the abuse of power handed to I.C.E agents



39

Executive Council

This conference stands in solidarity with those people in the US who are protesting against the actions of the United States Immigration and Customs Enforcement agency (ICE).

In 2025 at least 32 people died in custody. Eight people have been killed, or died in custody, in 2026 so far. This includes the recent deaths of Renee Nicole Good and Alex Pretti in Minneapolis.

Communities in Minneapolis, Chicago, Charlotte, Los Angeles, and beyond have lived in fear as federal agents have arrested U.S. citizens, dragged children from their beds in the middle of the night, smashed car windows, and targeted protestors.

This must stop, and agents held to account for any crimes committed.

40

Executive Council

Conference notes:

- 1 The success of the Paris Peace conference held on the 4/5 October 2025 which attracted 4,000 people and delegates from 18 different countries.
- 2 The considerable involvement of the French trade unions in mobilising for and assisting in the finance of the conference and the presence of trade union representatives from across Europe at the conference.
- 3 That the conference foregrounded opposition to renewed arms spending and the consequent attack on workers' living standards that this requires across Europe.
- 4 That the conference amplified the voices of the Palestine solidarity movement.
- 5 The enthusiastic response of the conference to the speech of the General Secretary of the PCS and Stop the War officers.
- 6 That the aims of the conference are supportive of the positions taken at this years TUC in favour of 'wages not weapons' and support for the Palestine movement.
- 7 That a second European conference announced in Paris is planned for Central Hall Westminster, London, on 20 June 2026.

This Conference believes:

- 1 That this is an initiative wholly in line with the TUC resolution on 'wages not weapons'.
- 2 That in a darkening international situation and in the face of the growth of the far right across Europe it is necessary to broaden and deepen international links between trade unionists, anti-war movements, and progressive forces.
- 3 That the London conference held under the banner of 'The People of Europe Demand Peace', and the slogans 'Wages not Weapons', and 'Welfare not Warfare' deserves the support of trade unions in the UK.

This Conference resolves:

- 1 To encourage our members to attend the conference. To encourage branches and regions to send delegates and make financial donations to assist in the building of the conference.
- 2 To offer leading union officers as speakers at the conference.
- 3 To make a donation towards the conference costs.
- 4 To assist in the production and circulation of material advertising the conference.
- 5 To publicise and support the conference in the wider trade union movement.

**Political****41****Branch 582*****Statutory sick pay.***

That this Conference agrees that Statutory Sick Pay should be brought in line with current standards of living and a minimum of £230 per week implemented.

42**Branch 258**

This Conference agrees that by-elections should be called automatically when MPs defect to another party.

When an MP decides they want to defect to another party, a by-election should be automatically triggered to allow constituents the opportunity to their democratic right to agree or not with their elected official.

With so many recent instances of MPs shifting over to Farage's motley crew of right-wing chancers and jumping on a worryingly growing gravy train, this change to a mandatory by-election could go at least some way towards counteracting the problem.

43**Branch 503**

That this conference recognises the real threat of reform in the UK and the political gains they have made since the last general election, and the dangers of the far right encompassed within the party who are infiltrating our communities and workplaces.

44**Branch 258**

This Conference agrees to call on the Government to decide against switching off the Freeview signal. If they do, the only way to receive a TV signal will be via broadband. With the Government's own figures suggesting as many as 2.8 million people in the UK do not have access to the Internet, this would only widen the digital divide and leave certain people isolated (mainly pensioners and low-income households).

Big broadcasters such as the BBC (Biased Brainwashing Corporation) have been heavily lobbying the Government to convince them to take the drastic step of an early transition to IPTV (Internet Protocol Television), without any genuine concern about the millions of people who would lose out from such a move.

45**Branch 582*****Lactose products.***

That this Conference agrees that lactose and dairy free products are inflated for profit. The employers often exploit their customers, we should demand that the Government intervene to standardize the UK market.

46**Branch 570**

That this conference, whilst we observe the fact that people are entitled to their own opinion and the Union is not pushing towards supporting any particular party, under any circumstances, supports Reform or Conservatives, into power again, and to quote "Make Britain Great Again"

Amendment Received:

After the first word insert 'the EC', whilst we and observe the fact insert 'the EC and conference delegates', before are entitled insert 'union members and union reps' and before Reform or Conservative, remove the word supports and insert 'will not support'

Final motion if amendment accepted would read as

That the EC and this conference, whilst we, the EC and conference delegates, observe the fact that union members and Union Reps are entitled to their own opinion and the Union is not pushing towards supporting any particular party, under any circumstances, will not support Reform or Conservatives, into power again, and to quote "Make Britain Great Again"

47**Region 4**

That this conference agrees the present government should halt the way they are changing the state pension payment. At present someone who should have received there pension at 65 now has to wait till they are 67 please support

**48****Branch 282*****Employment Rights bill 2***

Conference, your Kernow comrades call upon delegates here today to campaign vigorously for an Employment Rights bill 2.

We welcome the much needed improvements passed in the Employment Rights bill but it doesn't go far enough...too many loopholes not enough substance and was watered down weaker than weasels p@#s.

We deserve and demand better....

50**Branch 452**

That this conference agrees that the government should set up a working party to look at food suppliers and how they package their goods. Owing to climate change, everyone in the food industry is looking at reducing plastic waste, and often at the detriment of the customer. Packaging **MUST** be easily accessible for all.

51**Branch 582*****Leasehold cap.***

That this Conference agrees that the Government should fully implement all the promised changes from their manifesto to the leasehold reforms, stop back tracking on pledges that were made.

52**Branch 282*****5th Nation Recognition for Kernow***

Me ansums,

We call upon conference to support us in kernow to demand our Right to formally be recognised as the 5th nation of the UK.

Our language, our culture and our history just like Scotland, Wales and Northern Ireland has been recognised So why not our nationality and our right to self govern....

**Emergency Motions****Emergency Motion 1****Executive Council**

Rule Change Rule 1.5

Insert after pursuant to Rule 22 'or due to legal requirements'.

Emergency Motion 2**Executive Council*****Emergency Motion – Biometric Systems in the Workplace******This Conference notes:***

- The increasing introduction of biometric systems, including fingerprint-based time and attendance systems, across workplaces;
- That such systems are often implemented without meaningful consultation with workers or their representatives;
- That there is growing concern regarding the handling of personal data, particularly where information derived from physical characteristics is used for identification purposes.

This Conference further notes:

- That recent regulatory scrutiny has highlighted significant concerns regarding the lawfulness, necessity, and proportionality of such systems, particularly where less intrusive alternatives are available;
- That workers may feel compelled to comply with biometric systems due to the nature of the employment relationship, raising concerns around fairness and genuine choice.

•

This Conference believes:

- That the introduction of biometric systems without clear safeguards, transparency, and appropriate alternatives presents a risk to workers' rights and data protection standards;
- That trade unions have a critical role in ensuring that new workplace technologies are introduced in a fair, lawful, and proportionate manner.

This Conference therefore agrees:

- To raise awareness across the union regarding the risks associated with biometric systems in the workplace;
- To develop and issue clear guidance for branches and representatives on challenging the introduction of biometric systems and ensuring compliance with data protection principles;
- To support branches in seeking meaningful consultation, transparency, and the provision of non-biometric alternatives where such systems are proposed or introduced;
- To campaign for stronger protections for workers in relation to the use of biometric data in employment.

Emergency Motion 3**Executive Council*****Defend Ameen Hadi and Salford City UNISON Against the Far Right***

This branch notes

- 1 Ameen Hadi a trade unionist and lifelong anti racist campaigner has been placed under investigation by Salford City Council after a racist and malicious allegation of assault was driven by followers of Tommy Robinson and far right social media agitators, which included flooding Salford City Council & Salford City Unison with threatening and abusive emails demanding Ameen be sacked.
- 2 A video of the incident, after the Together Unity Rally in Manchester on International Women's Day, shows Ameen being surrounded and assaulted by the far right. A newly elected MP for Gorton and Denton, was being harassed, intimidated and threatened by Far right and transphobic agitators as she was attempting to leave.
- 3 Salford UNISON Branch office was initially forced to temporarily close on the grounds of safety, after it was bombarded with hate messages and threats of violence made against officers.



- 4 From the outset Salford Council has chosen to believe a malicious and racially-motivated complaint, submitted by far right agitators, instigated by Tommy Robinson, a known fascist, over a worker who has devoted 26 years of service to Salford City Council. Rather than recognising Ameen is a victim of an attack from a far right mob, they are treating him as a perpetrator.

- 5 Ameen has now been suspended from work for two months. Despite this significant length of time, an investigating officer has yet to be identified. Ameen has now received a letter from Salford Council stating that a “Managing Allegation” meeting took place and the allegation against Ameen had been 'proven' and therefore “substantiated.” Ameen has yet to see the allegation, let alone been able to provide his full evidence.
- 6 Ameen has now submitted a grievance against Salford Council for Racial Discrimination.
- 7 At a time when everyone should be uniting against those who wish to promote division and hatred, Salford City Council has capitulated to the far right and has further embedded institutional racism in its organisation.
- 8 We must stand together with Ameen and his union branch when they are under attack from the far right. We cannot allow trade union activists to be threatened in this way. An injury to one is an injury to all.
- 9 The fantastic support for the Campaign, from across the anti racist and labour movement including: MPS, Councillors, Andrea Egan (UNISON General Secretary) Paul Novak (TUC General Secretary), other national trade union leaders, regional and local trade union branches, as well as campaign and faith groups.

This Conference agrees to:

- 1 Call on Salford Council to review its safeguarding process and an end to the disciplinary proceeding against Ameen. Investigate the council officers who have instigated these unfair and racist actions against Ameen as a matter of urgency.
- 2 Call for Salford Council to implement measures to challenge discrimination, including in-person anti racist training. To address the under-representation of black workers within the council’s workforce and outline measures adopted to protect black workers from harm .
- 3 To write to citymayor@salford.gov.uk and copy to defendameen@proton.me to support the above demands
- 4 Send messages of support to both Ameen and to Salford City UNISON branch to office@salfordcityunison.org.uk and defendameen@proton.me
- 5 Sign the statement of solidarity <https://actionnetwork.org/petitions/defend-ameen-hadi-and-salford-city-unison>
- 6 Publicise the campaign with members, circulating the online petition and any future campaign activity

Further information can be located below:

- 1 MEN article dated 2nd May 2026.
<https://www.manchestereveningnews.co.uk/news/greater-manchester-news/they-should-not-capitulated-far-33855203>.
<https://archive.ph/VXT1n>
- 2 <https://searchlightmagazine.com/2026/03/manchester-fascist-thugs-target-women-mps/>



Emergency Motion 4

Executive Council

Artificial Intelligence in Employment Processes

This Conference notes:

- The rapid growth in the use and availability of artificial intelligence (AI) systems across workplaces and employment processes;
- That AI technologies are increasingly capable of summarising evidence, analysing patterns, generating reports, making recommendations, and informing employment decisions;
- That there is growing concern regarding the absence of clear governance, transparency, and safeguards surrounding the use of AI in workplace conduct matters, misconduct and gross misconduct investigations, disciplinarys, grievance procedures, attendance management, performance monitoring, recruitment, pay negotiations, redundancy processes, dismissal procedures, and wider employment matters;
- That workers and trade union representatives may currently have no clear means of identifying whether AI has been used to influence employment outcomes or decision-making.

This Conference further notes:

- The growing concern across the wider labour movement regarding the use of AI in employment, and the need to ensure that technological developments do not undermine procedural fairness, transparency, accountability, or workers’ rights.

This Conference believes:

- That workers should never face detriment, disciplinary action, dismissal, or adverse employment outcomes through opaque processes that they cannot reasonably understand, challenge, or scrutinise;
- That where AI systems are used to assist, inform, or influence employment decisions, there must be clear governance, transparency, disclosure, and meaningful human accountability;
- That trade unions and representatives must be equipped to identify, understand, and challenge the use of AI in employment processes.

This Conference therefore agrees:

- To develop and issue guidance for branches and representatives on identifying and responding to the use of AI in workplace conduct matters, investigations, disciplinarys, grievance procedures, and wider employment processes;
- To campaign for employers to clearly disclose where AI systems have been used to assist, inform, or influence any employment matter affecting workers, including conduct, disciplinary, dismissal, performance, attendance, redundancy, recruitment, or pay-related processes;
- To support branches in seeking meaningful consultation regarding the introduction of AI technologies affecting workers;
- To campaign for employment protections ensuring that workers have the right to understand, question, and challenge decisions where AI has informed or influenced outcomes.

OBITUARIES

To all our members who have lost loved ones throughout the last 12 months, our thoughts are with you.

Ebrahim Miya	Branch 568
Peter Kurima	Branch 547
Louise Markham	Branch 390
Geoffrey Crawford	Branch 505
Andrew Grace	Branch 568
Cecil Lindsay	Branch 331
Renata Gurskyte	Branch 258
Dorothy Hooson	Branch 577
Silvia Moraru	Branch 357
Neil Pride	Branch 253
Lynne Heward	Branch 568
Terry Weatherill	Branch 418
Bernard Coleman	Branch 418
Shingara Singh	Branch 137



**BAKERS
FOOD
AND ALLIED
WORKERS
UNION**



LGBTQ+

Report to Conference 2026

JUNE IS PRIDE MONTH – a month dedicated to celebrating LGBTQ+ communities all around the world.

June was chosen for this reason because it was in June 1969 that the **Stonewall Riots** took place in New York. Back then being gay was classified as a *mental illness* in the US. Gay people were regularly threatened and beaten by police and were shunned by many in society. In the UK being gay was a crime until 1967.

The riots took place after the *Stonewall Inn*, a bar in the gay district of NY was repeatedly raided by the police and its customers ejected from the premises and some of them were beaten by the police. This then led to a series of demonstrations and riots against the treatment of LGBTQ+ people. They'd had enough of the prejudice, ignorance, mistreatment and discrimination. **It was time to make a stand.**

Stonewall was significant because it was the first time that the community had stood against the government persecution of sexual minorities and it marked a beginning of the Gay Rights movement in the United States. A month after the riots, the first openly gay march took place in New York, demanding equality.

While this was significant in the US it also had a crystallising effect on LGBTQ+ communities elsewhere with activism spreading around the world.

Cut to today

Pride marches are commonplace in a lot of countries, and there is the frequent questions of "Why are they still happening?" or "Why is there no straight people march?"

The quick answers are that LGBTQ+ people are still being discriminated against, and straight people are not.

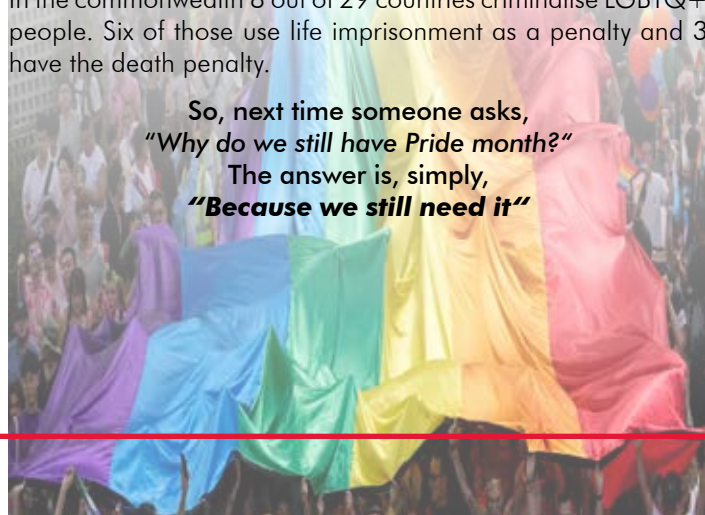
In the UK many people would say this is all in the past, but LGBTQ+ people are still being discriminated against and there were 22511 hate crimes reported by the police in England and Wales ending in the year March 2025. These were made up of hate crimes against sexual orientation and transgender identity.

Across the world just being LGBTQ+ can be a crime.

At the start of June, in Ghana, a bill passed by their parliament proposes up to three years imprisonment for identifying as lesbian, gay, bisexual, transgender or queer, and a 'duty to report' prohibited acts to police.

In the commonwealth 8 out of 29 countries criminalise LGBTQ+ people. Six of those use life imprisonment as a penalty and 3 have the death penalty.

So, next time someone asks,
"Why do we still have Pride month?"
The answer is, simply,
"Because we still need it"



CLIMATE CHANGE AND JUST TRANSITIONS

Conference Fringe report,
7 June 2026

ON THE SUNDAY of BFAWU's Annual Conference, the **Food and Work Network (FAWN)** ran a fringe session on 'Just Transitions', in recognition of the union's *Year of Climate Action*.

Through a few short presentations and plenty of group discussion, we addressed questions concerning the climate impacts of food production, the effects of warmer temperatures on workplaces, and *what a transition to cleaner forms of production might have to involve*.

The idea of a 'Just Transition' is a response to this last question; it asserts that **justice** must be at the heart of any major change to production systems. However, precisely what justice means is highly contested, raising further questions about who is served by a transition, what its goals are, and who gets to make the decisions. We presented a range of definitions of the concept, but emphasised its origins in the workers' movement. A worker-led conception of a just transition positions workers not only as people whose livelihoods should be protected, but also as key agents in the struggle against the climate crisis.

Indeed, food workers occupy a critical position in globalised supply chains that cause significant environmental harms. The UN's FAO estimates that food production contributes up to a third of greenhouse gas emissions and BFAWU's report, *Climate Change and Sustainability of Food Commodities*, highlights the deforestation caused by the production of commodities like soy and palm oil. We discussed various ways in which participants' own workplaces contributed to climate change and pollution – from yeast production to lorry miles – as well as potential ways in which this could be addressed. The installation of solar panels, increased usage of electric vehicles, thermal energy recycling systems, and waste water recovery systems were all raised as potential solutions. Changes to farming practices further down supply chains did come up briefly, with the work of **Solidarity Across Land Trades (SALT)** highlighted as an exemplary campaign to put workers at the centre of an agroecological transition. However, we could have done more to broach the important question of how food workers in the UK can support changes to production in the Global South, where agricultural production is often at the sharp edge of deforestation, pollution, and exploitation.

We went on to discuss the other side of the relationship between climate change and food – as the climate crisis worsens, food production will become more difficult. Higher temperatures will make certain crops unviable, extreme weather events will wipe out harvests, and, as one participant remarked, even cake mixes behave differently in extreme heat! Food workers will be, and already are, affected by these changes. Increasing temperatures make workplaces unbearable and often dangerous, hence the importance of BFAWU's current '*Cool It*' campaign for a legal maximum workplace temperature.

Beyond the workplace, several participants pointed out that any costs from climate-related supply chain disruptions would be passed on to workers in the form of lower wages and higher food prices. Any transition with justice at its core will have to address these effects.

It was agreed amongst the group that the changes required to make food production more sustainable and better for the workers central to it will require significant amounts of investment and regulation. Pressure will have to be put upon employers to front the cash required for the installation of renewables, more energy-efficient plant, and cooling systems for workplaces. Likewise, governments will have to be forced to bring in a legal maximum workplace temperature, a higher living wage, and price controls for food items. This is why organised workers, as a force that can win against employers and governments, must be understood as central to any just transition. We talked about some examples of campaigns of varying scope and ambition, from the lobbying work North Sea oil workers are doing with Friends of the Earth Scotland to factory occupations like those at GKN in Florence, Italy and SCOP-TI in Gémenos, France. There were, of course, some doubts expressed about the capability of British trade unions to face up to the enormity of such a task. But there was also optimism and a sense of urgency in the room, given the existential importance of organising around the climate crisis.

FAWN
food & work network

JUST TRANSITION

SUSTAINABILITY FROM THE LINE – WHY THE GREEN TRANSITION NEEDS HUMAN HANDS

The View from the Bakery Floor

I'M STANDING HERE TODAY to represent the thousands of workers who run the production lines, pack the crates, and drive the delivery vans across the UK food and baking industry. Every single day, my colleagues and I see the massive pressures hitting our factories. We know about soaring ingredient costs, supermarket price wars, and the intense push for businesses to go green.

But often, when executives talk about sustainability, they look at *spreadsheets, carbon metrics, and profit margins*. Today, I want to give you the view from the factory floor. Because from where we stand, a business cannot truly be sustainable if the people running its production lines are pushed to their breaking point.

True sustainability cannot just be a corporate green target. It must be *human*.

Sourcing and Baking: Weathering the Storm Line

What happens when our raw materials arrive? Erratic UK weather and climate shocks are ruining domestic wheat yields and sending commodity prices into a tailspin. On the shop floor, we feel this volatility instantly. Unpredictable ingredient quality means we must work harder to keep production consistent which is why we completely support the shift toward long-term contracts with regenerative farming collectives. *Securing a stable grain supply makes our jobs on the line predictable and secure.*

Once ingredients enter the factory, we hit the baking stage – incredibly energy intensive. For years, we've worked next to gas-powered ovens and boilers that generate massive emissions. Our factories must find a way to adapt. As workers, we welcome *factory electrification* and the rollout of onsite *solar arrays*. It shields our employers from volatile energy spikes, helping keep our factories open. When management introduces predictive stock software to cut down on food waste, it makes our jobs easier by preventing chaotic over-ordering and reducing the physical mess we have to clean up at the end of a shift.

Packing and Delivering: Navigating the Pressures

Next comes packing. Under the UK's new *Extended Producer Responsibility* laws, our factories are facing severe financial penalties for using traditional, hard-to-recycle flexible plastics. We also know that over 80% of consumers now view plastic packaging as unnecessary. **We are the ones who must adapt to these changes.** When a factory switches to fibre-based or mono-material alternatives, we are the ones adjusting the packing machinery, managing the jams, and making sure the product still looks perfect!

Finally, how do we make deliveries? Up to **90%** of our industry's carbon footprint tied up in distribution, so we see the logic behind sharing transport networks and switching to electric vehicle fleets. Cutting delivery emissions by 30% is a massive win.

But as drivers and logistics staff, we need to know that these optimised routes are designed around realistic human driving times, not just artificial intelligence algorithms. **Green distribution must still respect the safety and limits of the driver behind the wheel.**

The Human Cost: where the Squeeze hits

But here is the hard truth. While workers see the headlines about corporate investments in multimillion-pound *solar panels* and *eco-friendly packaging*, our financial reality on the floor is a **direct squeeze**.

Too often, to absorb these new compliance costs, businesses treat labour as a flexible expense. Result – we are experiencing **severe pay compression**. While the legal minimum wage goes up, the wages of our skilled supervisors, engineers, and long-term technicians are being *frozen*. Discretionary bonuses are disappearing, and vital overtime premiums are being stripped away.

Worse than the pay squeeze is the *physical exhaustion*. When vacancies are left unfilled to save on headcount, the remaining crew must run faster line speeds and manage heavier workloads. We face a relentless **hard knock life** on the bakery floor, where we are placed on annualised contracts that disrupt our family life and childcare. From where we stand, green investments cannot be funded by sacrificing the health and well-being of the workforce.

Conclusion: the Human Dividend

So, how do we fix this? How do you balance environmental compliance with a motivated workforce? We need a dual-track strategy designed with workers, not just for them.

First, **view automation not to replace us, but as a tool to protect us**. Use technology to automate the most exhausting, physically punishing, and repetitive tasks on the line. Protect our bodies from burnout and then upskill us to manage and maintain your new, energy-efficient machinery.

Second, **share the efficiency dividend**. When investments in solar power, software, and shared logistics drive down your operational costs, those savings cannot just be handed over to the supermarkets. A fair portion must be reinvested directly back into the workforce to secure competitive wages, safe staffing levels, and predictable working hours.

Comrades, if this industry funds its carbon reduction solely by squeezing the people running the lines, you won't just face a climate issue –you will face a severe labour crisis. Burnout and staff turnover will derail production long before climate change does. So, let us leave here committed to a transition that is green from the farm to the package, but fair from the boardroom to the bakery floor.

YOUNG MEMBERS REPORT 2026

Curtis' Closing Speech to Conference

AS WE COME to the end of conference, I want to speak honestly about something I believe we cannot afford to ignore.

We are living in a time where our communities feel increasingly divided. Across the country, we are seeing frustration, insecurity, and anger grow. We have seen the rise of political movements that feed on division, and growing support for ideas that, in my view, do not offer the solutions that working-class communities actually need. But if we are honest with ourselves, we must also ask why this is happening.

Too many people feel *disconnected*.

Too many people feel *unheard*.

...and too many working people no longer believe that collective action can improve their lives.

Conference, that should concern every single one of us. Because one of the greatest challenges facing the labour movement today is not simply opposition from employers or politicians. It is **a lack of engagement**.

A lack of confidence.

And a growing belief among some that unions no longer matter.

We hear it all the time: *"What's the point in the union?"*

But let us remember something important.

Working people still hold enormous power – whether politicians want to admit it or not. And if anyone doubts that, we only need to look back to lockdown. When industries shut down and uncertainty gripped the country, who kept things going? It was **workers**.

- Shop workers.
- Factory workers.
- Transport workers.
- Food production workers.
- Health workers.
- Care workers.

The working class kept this country moving.

Politicians made decisions, yes – but it was workers who carried them out. Workers who took risks. Workers who kept shelves stocked, services running, and the economy alive.

That was collective power in action.

And yet somewhere along the way, too many people stopped believing in their own strength.

Conference, unions are not powerless.

The labour movement is not powerless but power means nothing if people stop believing in it.

That means our responsibility is bigger than simply maintaining membership numbers.

We must rebuild confidence in *collectivism*.

We must engage workers who feel disconnected.

And we must bring younger workers into our movement.

Conference has rightly debated how we strengthen participation and opportunities for young members. And regardless of differing views on how we achieve that, I believe one thing is clear:

We cannot afford to accept disengagement as inevitable.

Because opportunities already exist.



Conference has previously taken positive steps to encourage greater young member participation.
Yet too often, those opportunities go *unfilled*.
That should concern all of us. Because if we want a stronger movement tomorrow, we must invest in the activists of tomorrow **today**.

And Conference, I want to speak briefly about something I genuinely believe works.
In July, we have the opportunity for young members to attend a course delivered through the **Rosa Luxemburg Foundation** called *Workers Power – Organising to Win*.

This course exists to educate members on the history of the labour movement, the struggles working people have faced, the impact of neoliberalism on working-class communities, and most importantly – how we organise, recruit, and build confidence in our own branches.
I say this not in theory, but from experience and I could not recommend it more highly.

- The people who attend leave more *confident*.
- More *engaged*.
- Better *equipped to participate* in our movement.

And we have seen the impact of that investment.

Hazel, this year’s *Young Members Award* winner, is one example of someone who has continued to actively contribute to our union after participating.
Conference, if we are serious about rebuilding engagement, then we must not only create opportunities for young members – we must encourage people to take them.

- Speak to someone in your branch.

- Find that person who has *potential*.
- Encourage them.
- Support them.
- Send them.

Because investing in young members is not about today alone:

It is about the future strength of our movement.

Conference, rebuilding confidence in our movement will not happen overnight.
But it starts with *participation*.
It starts with *engagement*.
It starts with *investing in people* and giving them the confidence to believe that collective action still matters.

Because the future strength of our movement will not be decided by speeches alone – it will be decided by whether we inspire new activists, develop new organisers, and give working people the confidence to believe in solidarity again. And if there is one thing we should leave conference remembering, it is this:

- The labour movement has always been strongest when working people stand together.
- Not *divided*.
- Not *disconnected*.
- But **organised**.

Conference, the future of our movement depends on whether we are prepared to rebuild belief in collective action.

Thank you.

Curtis Tierney
Young Members Representative



GFTU
EDUCATIONAL TRUST

The GFTU Educational Trust’s 2026-27 programme is now live and is available to our members!

Find a course for you





GFTU
EDUCATIONAL TRUST

Register for our education programme
gftuet.org.uk/education



GFTU
EDUCATIONAL TRUST

SESSION TITLE	TUTOR	DATE
Building Community Strength	Fraser McGuire	12 November 2026
Good Design for Activists	Tom Greenwood	4 March 2027
Using the Media and the Press	Polly Smythe	8 July 2027

Activists’ Corner



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Register for our education programme
gftuet.org.uk/education



When you look at your payslip, it’s easy to focus on just the amount that hits your bank account. Understanding the deductions on your payslip can help you budget more effectively, spot any errors and feel in control of your finances.

Here’s a guide to some of the common deductions you’ll see on your payslip.

123456		Mr David Smith		25/05/2022	
Company Name Ltd		Tax period 1		Tax code 1257L	
				AB 12 34 56 C	
EARNINGS		DEDUCTIONS			
Basic pay		2,164.25		Tax	213.33
				NI	134.01
				Pension	49.33
				Student loan	43.00
TOTAL		2,164.25		TOTAL	439.67
NET PAY		1,724.58*			

Gross pay vs net pay

Before looking at deductions, it’s important to understand the two main figures on your payslip:

- **Gross (or Total) pay** is the total amount you’ve earned before any deductions are taken.
- **Net pay** (sometimes called 'take-home pay') is the amount you receive after deductions have been made.

When creating a budget, always use your net pay, as this is the amount that will go in your bank account.

Income Tax

Income Tax is collected by the government to help fund public services, including the NHS, schools, justice system and transport.

The amount you pay depends on:

- How much you earn
- Your tax code
- Your personal circumstances

Most employees pay Income Tax automatically through the Pay As You Earn (PAYE) system.

If you think you’re paying too much or too little tax, it’s worth checking your tax code and contacting your employer or HM Revenue & Customs (HMRC) if something doesn’t look right. The standard tax code is 1257L, which gives you the personal earnings allowance of £12,570 before you start to pay tax.

National Insurance

National Insurance contributions help fund certain state benefits and the state pension.

The amount deducted depends on your earnings and employment status. Like Income Tax, National Insurance is normally deducted automatically before you’re paid.

Pension contributions

Most employees are automatically enrolled into a workplace pension scheme, which will be deducted automatically from your payslip. You’ll also be able to see the amount your employer has contributed to your pension, too.

Student loan repayments

If you have a student loan and earn above the relevant repayment threshold, repayments are usually deducted automatically from your salary.

The amount you repay depends on:

- Which repayment plan you’re on
- How much you earn

Repayments stop automatically if your earnings fall below the threshold.

Salary sacrifice schemes

Some employers offer salary sacrifice arrangements for benefits you can opt in for, like:

- Pension contributions
- Cycle to Work schemes
- Electric vehicle leasing
- Company car schemes

With salary sacrifice, you agree to reduce your salary to receive the benefit. Before committing to a scheme, it’s worth finding out how much it’ll increase your tax by to see how it’ll impact your take-home pay.

Other deductions you may see

Not every payslip is the same, but the standard deductions will always be there. Depending on your employer or personal circumstances, you may also see deductions for:

- Trade union membership
- Child maintenance
- Attachment of earnings orders, where repayments are taken directly from your wages following a court order
- Overtime adjustments or corrections from previous pay periods

If you're unsure about any deduction, you can reach out to your employer's payroll department or seek further advice from ACAS.

Why understanding your payslip matters

Having a clear understanding of your payslip and the amount of money you'll receive each month will help you:

- Create an accurate monthly budget.
- Check you're being paid correctly.
- Spot any payslip errors.
- Understand why your take-home pay changes from month to month.

What if your take-home pay isn't enough?

If you're finding that your income no longer covers your essential living costs or debt repayments, it's a good first step to review your payslip and, from there, create a realistic budget.

If after these steps, you're struggling to manage your budget and keep up with debt repayments, you're not alone. Our advisers are here to listen and help you explore options that may ease financial pressure.

If you are struggling with debts call us on **0800 072 1206**.

We're open from 8am – 8pm Monday to Friday and 9am – 3pm on Saturdays.

Alternatively, you can visit our www.payplan.com/bfawu to speak to us via live chat or WhatsApp

PayPlan

BAKERY WORKER WITH OCCUPATIONAL ASTHMA HELPS IMPROVE WORKPLACE SAFETY

A BAKERY WORKER who developed occupational asthma after years of exposure to flour dust at work has secured compensation and helped bring about changes to better protect her colleagues.

After developing breathing problems, she was diagnosed with the lifelong lung condition, which was linked to prolonged exposure to flour dust while working on a production line. The illness has had a lasting impact on her health and everyday life.

With the support of the BFAWU, she instructed Thompsons Solicitors to bring a legal claim against her employer.

The claim argued that she had been exposed to unsafe levels of flour dust over a number of years and that more should have been done to assess and control the risks associated with that exposure. Although her employer denied liability, independent medical experts concluded that her condition was caused by her work. Occupational hygiene experts also found that better measures should have been in place to control flour dust and reduce the risk to workers.

The claim settled for £37,500 in May 2026, just weeks before it was due to go to trial.

While the settlement recognised the impact the illness has had on her life, the client says one of the most important outcomes has been seeing improvements made in the workplace since her claim – this includes better PPE and ventilation in the factory.

She is pleased that changes introduced by her employer will help better protect her colleagues from developing the same preventable condition.

She said: "Developing occupational asthma has changed my life and I wish it had never happened but I am really grateful to my union and Thompsons for supporting me every step of the way. I'm



also pleased my claim has helped lead to changes that will better protect other people at work, and I hope that by speaking out similar lessons can also be learnt in bakeries across the country."

Philip Liptrot, Head of Personal Injury at **Thompsons Solicitors**, said: "Occupational asthma can have a serious and lasting impact on people's lives, but it is often preventable. Employers have a legal duty to properly assess and control exposure to flour dust and take steps to protect their workforce from avoidable harm. We're pleased to have secured a successful outcome for our client and that changes have since been made to help protect other workers in the future. We're also proud to work alongside the BFAWU to support its members. Thanks to her union membership, our client was able to access specialist legal representation at no cost to her and keep 100% of the compensation she recovered."

The BFAWU said, "We're proud to have supported our member throughout her claim and pleased that the outcome has not only secured justice for her but also led to improvements that will help protect other bakery workers in the future."

This is a reminder of why strong health and safety standards matter and why it's so important for workers to have the backing of their union when things go wrong."



THOMPSONS
SOLICITORS

0800 0 224 224 (landlines) or
0330 123 123 0 (free from mobiles
where covered by inclusive minutes)

2025 FINANCIAL STATEMENT TO MEMBERS

Under Section 32A of the **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2025 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2025 the salary paid to the General Secretary was £56,910. Other benefits paid to and/or on behalf of the General Secretary were £23,258.

2 Income and Expenditure of General Fund

Total Income in 2025 = £2,781,533

Total Expenditure in 2025 = £2,819,059

3 Contributions from Members

Contributions from members in 2025 totaled £2,592,520

4 Political Fund

Total Income in 2025 = £25,265

Total Expenditure in 2025 = £22,302

5 Benevolent/Social Funds

Total income in 2025 = £4,793

Total Expenditure in 2025 = £2,748

6 Auditors Report to Members

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 2025 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. We have nothing to report in respect of the following matters which we are required 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 Union has not maintained a satisfactory system of control over its transactions; 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.

Capability of the audit in detecting irregularities, including fraud

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

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 GDPR 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
- 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.

Kreston Reeves LLP

Chartered Accountants/Statutory Auditors
Springfield House, Springfield Road
Horsham, West Sussex RH12 2RG
1st June 2026

7 Members Complaints:

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.

- Members can raise any questions on the Union’s Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: *the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer* (who is an independent officer appointed by the Secretary of State) and *the police*.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Conclusion

Every Branch Secretary has been supplied with a copy of the full, detailed Accounts of the Union for 2025.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.

Alternatively, copies of the Union’s Accounts for 2025 are available from Head Office, free of charge to members.

Sarah Woolley
General Secretary



Changes to the Rule Book: Political Fund (Appendix II)

This Appendix shall form part of the Rules of the Union.

This Appendix was replaced in its entirety 2026

Introduction

1 The objects of BFAWU include the furtherance of the political objects to which section 72 of the amended Trade Union and Labour Relations (Consolidation) Act 1992 (the 1992 Act) applies. Those political objects are:

72 Political objects to which restriction applies.

- 1 The political objects to which this Chapter applies are the expenditure of money:
 - a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
 - b) on the provision of any service or property for use by or on behalf of any political party;
 - c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
 - d) on the maintenance of any holder of a political office;
 - e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
 - f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.
- 2 Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his attendance as such shall, for the purposes of subsection (1)(e), be taken to be expenditure incurred on the holding of the conference or meeting.

- 3 In determining for the purposes of subsection (1) whether a trade union has incurred expenditure of a kind mentioned in that subsection, no account shall be taken of the ordinary administrative expenses of the union.
- 4 In this section:

'candidate' means a candidate for election to a political office and includes a prospective candidate;

'contribution', in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

'electors' means electors at an election to a political office;

'film' includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture;

'local authority' means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

'political office' means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.
- 2 Any payments in the furtherance of these political objects shall be made out of a separate fund of the union. This fund shall be called the political fund.
- 3 The union shall make clear how much of any regular contribution is for the political fund. If the political fund is included in regular contributions, the union shall specify that £0.04 of each weekly contribution is for the political fund. The union shall ensure that members who have opted out do not pay this amount, by reducing or removing it from their contribution.
- 4 Any member who chooses not to contribute to the political fund of the union shall not be excluded from any benefits of the union or placed in any

respect either directly or indirectly under any disability or disadvantage as compared with other members of the union (except in relation to the control or management of the political fund). Any form (including an electronic form) that a person has to complete to become a member of the union must include a statement to that effect, as well as a statement to the effect that the person may opt out of contributing to the political fund.

- 5 Any member who claims to be aggrieved by a breach of these political fund rules may complain to the Certification Officer. After making such enquiries as they think fit, the Certification Officer shall give both the complainant and a representative of the union an opportunity to make written representations. They may also give both the complainant and a representative of the union an opportunity to make oral representations. After this, if the Certification Officer considers that such a breach has been committed, they make such order for remedying the breach as they think appropriate in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the 1992 Act, be enforced in the manner provided for in sections 82(4A) and 82(4B) of the 1992 Act.
- 6 Contribution to the political fund of the union shall not be made a condition for admission to the union, and members of the union who choose not to contribute to the political fund must not be placed under any obligation to do so.
- 7 The union shall ensure that a copy of the political fund rules is available, free of charge, to any member of the union who requests a copy.

Opt-out information notices

- 8 As soon as possible, and no later than eight weeks after the union votes to adopt political objects, the union shall publish the notice at Annex 1 to every member.
- 9 The union will publish the notice using the same methods it normally uses for important information.

At present, this includes:

publishing it in the union's magazine and including it in branch circulars to be displayed on workplace noticeboards

- 10 The same notice shall be published again, within eight weeks of each ten-year anniversary of a vote to adopt political objects (including any vote that took place before the commencement of the new section 84A of the 1992 Act, as substituted by the Employment Rights Act 2025), unless the resolution has been rescinded or otherwise ceases to have effect.

Submitting an opt-out notice

- 11 Any member can give notice to opt out of contributing to the political fund at any time.

To do so, members can:

- a) Use the official opt-out notice form, or
- b) Send a written request that clearly states that they do not want to contribute to the political fund. Such a written request can be delivered in person, sent by post, email, or through any electronic form the union provides.
- 12 Members can get a copy of the official opt-out notice form:
 - a) From the union, by contacting info@bfawu.org or
 - b) From the Certification Officer by emailing info@certoffice.org
- 13 The official opt-out notice form in use can be found at Annex 2.
- 14 When the union receives an opt-out notice from a member, it will send the member an acknowledgement to the address provided.

When the opt-out notice takes effect

- 15 The opt-out takes effect on 1 January in the year following the year in which the notice is given.
- 16 The union shall make sure that members who have opted out do not pay into the political fund.

Withdrawing an opt-out notice

- 17 Any member who has opted out of contributing to the political fund may withdraw their opt-out at any time. Doing so means the member will start contributing to the political fund again. To withdraw an opt-out notice, the member should give the union an opt-out withdrawal notice, which is a written

statement saying they wish to withdraw their opt-out notice and start contributing to the union's political fund again.

- 18 The opt-out withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.
- 19 When the union receives the opt-out withdrawal notice, it will send the member an acknowledgement to the address provided and process the withdrawal of the opt-out notice as soon as reasonably practicable

Transitional arrangements for members who joined BFAWU between 1st March 2018 and 17th February 2026

Between 1 March 2018 and 17 February 2026, members were not automatically opted in to the political fund. Instead, they had to actively opt-in. The Employment Rights Act 2025 has amended the Trade Union and Labour Relations (Consolidation) Act 1992, so that new members are treated as opted-in unless they choose to opt-out.

The following rules explain how unions must handle members who joined between 1 March 2018 and 17 February 2026.

Default opt-outs for certain members

- 20 Any member who joined the union between 1 March 2018 and 17 February 2026 and was not contributing to the political fund immediately before 18 February 2026, is treated by law as having given an opt-out notice under the new section 84 of the 1992 Act, substituted by the 2025 Act. This opt-out remains in effect until the member gives a withdrawal notice in accordance with these rules.

The union does not need to take any action to process these opt-outs, as they apply automatically under the law. This automatically applied opt-out notice is treated as effective from 18 February 2026 and will remain in effect until the member gives an opt-out withdrawal notice to cancel it (as addressed above in paragraphs 17-19).

Transitional period for opt-in withdrawals

The following rules (21-24) apply to members who joined the union between 1 March 2018 and 18 February 2026 and

- submitted an opt-in notice that remains in force on 18 February 2026. These rules cover the four-week period until (and including) 17 March 2026 . After that period, these members will be captured by the processes described earlier in these rules.
- 21 Any member who joined the union between 1 March 2018 and 18 February 2026 and, during that time, submitted an opt-in notice, may for a short period give a withdrawal notice under section 84 of the 1992 Act, as it stood before the 2025 Act.
- 22 During the transitional period until (and including) 18 March 2026, if a member who submitted an opt-in notice wishes to stop contributing to the political fund, they may give the union an opt-in withdrawal notice, which is a written statement saying they no longer wish to contribute.
- 23 The opt-in withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.
- 24 The opt-in withdrawal notice takes effect one month after the date on which it is given.

Annex 1

Opt-out information notice

Notice to Members in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992

BFAWU has a political fund. This fund is used for activities connected with political objects as defined by section 72 of the above Act. All spending on these activities comes from this separate political fund.

Every member has the right not to contribute to the union’s political fund. To exercise this right, you must give the union an opt-out notice.

You can give an opt-out notice in any of these ways:

- Deliver it in person, by post, or through a person you have asked to deliver it on your behalf
- Send it by email to info@bfawu.org
- Complete an electronic form provided by the union and submit it online following the union’s instructions.

A form of opt-out notice can also be obtained:

- From the union, by emailing info@bfawu.org or
- From the Certification Officer by emailing info@certoffice.org

If you later change your mind, you can give a withdrawal notice to cancel your opt-out. This will put you back into contributing to the political fund.

Date:

Annex 2

Opt-out notice

BFAWU	
Political fund opt-out notice	
I do not want to contribute to the union’s political fund. By giving this notice, I will be exempt from making any payments to the political fund.	
Signature	
PRINT Name	
Postal or email address	
Date	

Are you concerned about heavy metals, toxic chemicals, harmful pesticides and PFAS turning up in period products?

Do you believe we have a right to safe, sustainable and accessible period products?

Now is your chance to let the UK government know how you feel!

The UK government has an open public consultation on the new product safety framework adopted last year, open until the **23rd of June 2026**.

<https://www.wen.org.uk/tell-the-uk-government-period-products-must-be-properly-regulated/#>

What’s the problem?

Period products are used by millions of women, girls and people who menstruate for decades of their lives. Yet in the UK, they still do not have their own specific safety regulations.

Independent research has found heavy metals, pesticides, PFAS 'forever chemicals', endocrine disrupting chemicals and fragrance ingredients in some period products.

Now the UK Government is asking whether further regulation is needed.

This is your chance to speak up. You can just answer question A20 (the specific question on period products). We have prepped a [suggested response](#) and [some points which you can use to support the call](#).

Helen Lynn
Senior Consultant and Research Fellow



BREAD, SOLIDARITY AND POWER

What 1926 still Teaches us

IN MAY 1926, BRITAIN STOPPED.

The 1926 General Strike was not *theatre*. It was working people refusing to be pushed backwards.

Coal miners were told to accept wage cuts and longer hours.

Owners demanded more. ...Government backed them.

Wealth and political power stood together.

And workers knew it.

So when the Trades Union Congress called for action, more than 1.7 million answered – *Rail workers. Engineers. Dockers. Printers. Transport workers...*

...and **Food Workers.**

They did not ask, "*Is this my fight?*"

They asked, "*What happens to all of us if they win?*"

That is **solidarity.**

They knew where power sat

Workers in 1926 were not told to blame those with *less*.

They were not told their wages were under pressure because of families in hardship.

They understood clearly if those at the top could force one group back, they would force *everyone* back.

The government, under **Stanley Baldwin**, mobilised Emergency Powers and propaganda. **Why?**

Because organised labour shifts power. Disorganised labour absorbs pressure.

That has not changed.

Bread is essential – so is organisation

Bakery workers stood within that movement. Bread was essential. In many areas, limited production continued under strike committee permits to supply strike kitchens and families.

That was not retreat. – it was *discipline*.

Solidarity is not chaos. It is coordination. Food workers then, like now, hold *structural power*. Without production, logistics, retail and hospitality, the country stalls.

Yet today we are told to accept low pay, tighter staffing, rising productivity and shrinking real wages while profits are protected.

Essential should never mean *expendable*.

Essential should mean **organised**.

The modern distraction

Today, when living standards fall, we are told to look *sideways*. Blame migrants, Blame benefit claimants, Blame people '*getting free stuff...*'

... not *boardrooms*., not *executive pay*. Not *concentrated wealth*.

While working people argue among themselves, corporate power strengthens.

Divide and rule has been modernised.

In 1926, workers were not fooled into fighting each other. They knew where to look.

Solidarity Means Joining

The strike lasted nine days.

It did not win everything...

...but it proved something permanent – **when working people move together, power reacts.**

And power only reacts to *organisation*. Solidarity does not exist without membership.

... without *reps*

... without *density*.

... Without *collective agreements*.

It is not a feeling. It is structure.

Every worker who joins strengthens *bargaining power*.

Every workplace that grows membership shifts *leverage*.

Every rep trained builds *confidence*.

If we divide, we weaken ourselves.

If we *organise*, we **negotiate**.

That was true in 1926.

It is true now.

Bread still matters.

Pay still matters.

Dignity still matters.

... and an injury to one is still **an injury to all**.

The courage of 1926 was clarity about where power sat.

Our task is the same.

Join. Organise. Build power.

That is how we honour 1926



WORK YOUR BRAIN

WORDSEARCH

How many words can you find?

T	H	W	B	A	R	G	A	I	N	Y
O	D	E	D	U	C	T	I	O	N	E
L	E	K	L	O	M	J	A	E	M	C
P	D	R	A	W	A	U	S	G	O	N
U	N	J	B	W	R	S	T	A	T	E
D	O	O	F	O	T	T	H	G	I	R
D	C	I	U	R	Y	I	M	N	O	E
L	E	N	N	K	R	C	A	E	N	F
E	S	F	D	X	S	E	Q	G	V	N
V	A	L	U	E	S	O	L	I	D	O
W	O	B	N	I	A	R	P	F	A	C

WORDS CAN GO IN ANY DIRECTION (inc diagonally)!
Clue: you will find all of the words in this Foodworker... if you look closely enough!

SUDOKU

Fill the 9×9 grid with numbers so that each row, column and 3×3 section contains all of the digits between 1 and 9

4		9	7		2		6	
	2		4					
	8	2	3					
6								1
		4			5	6	2	
		6		5		2		9
	4	5		1		7		
				3				

difficulty: easy

1 2 3 4 5 6 7 8 9

CROSSWORD

	1		2		3		4		5		6	
7									8			
9					10							
11			12				13					
					14							
15	16						17				18	
19					20				21			
22					23							

- Across**
7 Progressive (8)
8 Money (4)
9 Inner surface of the hand (4)
10 Gambling game (4,4)
11 Dated (3,3)
13 Walked lamely (6)
14 Bind (3)
15 Bother (6)
17 Large, strong woman (6)
19 Investigate (8)
21 Push with the head (4)
22 The wise men (4)
23 Newcomer (8)
- Down**
1 Particular (6)
2 Composition in verse (4)
3 Beaten egg dish (8)
4 Extent of space (4)
5 The world of schools and universities (8)
6 Mind (6)
12 Emotional outburst (8)
13 Tough and pliable (8)
16 Rock guitarist (6)
18 Stableman (6)
20 Hazard (4)
21 Financial institution (4))

Solutions to last issue's puzzles: SUMMER 2026

SUDOKU: hard

4	7	8	3	9	6	5	1	2
6	9	2	8	5	1	3	7	4
3	1	5	4	2	7	9	6	8
8	2	4	5	1	9	6	3	7
5	6	1	2	7	3	4	8	9
7	3	9	6	8	4	2	5	1
9	8	6	7	3	2	1	4	5
1	5	3	9	4	8	7	2	6
2	4	7	1	6	5	8	9	3

CROSSWORD

1	K	2	I	3	R	3	C	4	H	5	B	6	T	7	R	7	A	Y
	S		O		A		E		O		N							
8	S		U		P		E		R		M		A		R		K	E
	U		R		D		T		Y		A							
9	N		E		P		A		L		E		S		E		O	U
							N		N									
11	B	12	E		L		O		W					13	14	T	U	D
	A										15	A		16	A		U	
17	C		R		O		P				18	M		A		T	T	R
			P		R		U										H	N
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WORDSEARCH

- 1 MODERNISE

2 RETIREMENT

3 POLITICAL

4 TOGETHER

5 IMMIGRANT

6 WORKER

7 YOUTH
- 8 CHEMICALS

9 COOL

10 RENTERS

11 RIGHT

12 FUEL

13 STRIKE

14 SOLVER
- 15 FRANK

16 JOIN

17 HEART

18 CODE

19 HEAT

20 TELL

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AND ALLIED
WORKERS
UNION



If you or any of your work colleagues are interested in what the BFAWU can offer, scan the QR code to find out more and **Join this Great Union!**



If you're already a member: IMPORTANT!

It is important that you keep us updated with any changes to your name, address or contact details.

We send out regular all member emails via mailchimp, if you aren't receiving them, it is probably because we don't have an email address for you, or that we are using an old one!

If you think something has changed in the last 12 months or so, please do take a few minutes to update your details with us.

You can either do it using this QR code, or via your Branch Secretary

