

fBroadcasting Entertainment Communications and Theatre Sector

Bectu Sector of Prospect, 100 Rochester Row, London SW1P 1JP

Tel: 020 7346 0900

Conference e-mail: bectusectorsoc@bectu.org.uk

12 February 2025

CONFERENCE DOCUMENT 3 (2025-2027)

TO ALL BRANCH SECRETARIES AND CHAIRS

BECTU RULES REVISION AND SECTOR CONFERENCE 2023
--

In accordance with Bectu rule 14, the Sector Executive Committee (SEC) is to convene the Bectu Sector Conference of Prospect on **Saturday 17 May 2025 (3pm – 6pm)** and **Sunday 18 May 2025 (9am- 5pm)** in Radisson Hotel York, North Street, York, YO1 6JF.

Divisional Conferences will take place on **Saturday 17 May 2025** at the same venue.

Attached to this document you will find:

- (a) rule revisions submitted which have been **accepted** by the Standing Orders Committee (numbered ARC1, ARC2 etc).
- (b) policy propositions submitted by branches which have been **accepted** by the Standing Orders Committee (numbered AP1, AP2 etc).
- (c) it also contains rule revisions submitted which have been **rejected** by the Standing Orders Committee, with reasons for their rejection (numbered RRC1, RRC2, etc).
- (d) policy propositions submitted by branches which have been **rejected** by the Standing Orders Committee, with reasons for their rejection (numbered RP1, RP2, etc).
- (e) Where the Standing Orders Committee have accepted policy propositions and they now form part of a composite proposition, a list of the wording of the original propositions can be found at Appendix A.

The following forms are also **attached**:

- (f) a form for submitting (if your branch so wishes) **amendments** to the rule revisions accepted by the Standing Orders Committee (if you need additional forms please photocopy it or request extras from head office)
- (g) a form for submitting (if your branch so wishes) **amendments** to the policy propositions accepted by the Standing Orders Committee (if you need additional forms please photocopy it or request extras from head office)

The Standing Orders Committee would ask that if branches who originally submitted propositions which are now composite propositions wish to submit amendments to the wording the SOC has chosen, the SOC would be grateful if they can make contact with the SOC so that we can coordinate amendments between the original proposing branches to ensure that all are satisfied with the wording of the composited propositions.

The Standing Orders Committee will accept amendments submitted on the attached forms sent by email to bectusectorsoc@bectu.org.uk. Branches must return these forms so that they are received by head office no later than 12 noon on **Wednesday 19 March 2025**.

The SOC is only able to accept amendments to proposed rule changes and policy propositions. If Branches wish to challenge the rejection of proposed rule changes and policy propositions, they are able to do so at Conference with a Reference back.

You are reminded that 12 noon on **Wednesday 19 March 2025** is also the closing date for receipt of **nominations** to the incoming **Standing Orders Committee** for the 2025-2027 term of office. Forms for making these nominations were issued with Conference Document 1 dated 20 September 2024. If you need more, please contact head office.

Notifying your branch's delegate(s)

Your branch should have begun to select its delegate(s) by now. Forms for notifying head office of your delegates' details were sent to branches with Conference Document 2 dated 6 January 2025. Please contact me if you have not received Conference Document 2 and you require delegate registration forms. The deadline for delegates' details is **12 noon on Monday 7 April 2025**. Branch delegate entitlement was also enclosed with Conference Document 2.

Bectu Conference 2025

Conference will start at 9am and should finish no later than 5pm, although we are unable to give an exact finishing time. Credentials can be collected from the Registration Desk from 10am-3pm on Saturday 17 May and 8am-9am on Sunday 18 May.

Stewards are on duty in the Conference hall and may be asked to convey communications to the Standing Orders Committee.

Sunday evening - Formal Dinner

All delegates are invited to a formal dinner on the evening of Sunday 18 May. This will be a three-course meal and during the evening the various awards will be presented.

Divisional Conferences

Divisional Conferences will take place on Saturday 17 May 2025. Documentation for the divisional conferences will be issued by the divisional officers concerned, separately from Sector Conference documents. Please contact your divisional officer for schedules and times.

Travel

Train - Please note that no travel warrants will be issued for travel.

York railway station is located on the East Coast Main Line and serves the city of York in England. The station is some 188 miles to the north of London King's Cross and is operated by East Coast who also operate some passenger services calling at the station. Additional passenger services are operated by CrossCountry, East Midlands Trains, First TransPennine Express, Grand Central and Northern Rail.

Delegates should expect to return home on the morning of Monday 19 May 2025.

Please book your train tickets as far in advance as possible as this ensures the cheapest price. Tickets go on sale 12 weeks before the date of travel.

Delegates entitled to concessionary travel rates should make their own bookings and claim reimbursement from the union.

Air

Delegates travelling by air may do so if it is cost effective. This may mean the use of budget airlines. Delegates must contact the union's Finance Department for advice as early as possible, even if intending to book their own flights.

Road

Delegates travelling by car should note that mileage may be claimed at the union's authorised rate.

Please note that parking in York is extremely difficult and limited.

Delegates

Please ensure that each delegate from your branch is up-to-date with their Bectu subscriptions **before returning their notification form**. Under rule 4(b) only paid-up members may act as delegates. Give special encouragement to women, disabled, LGBT+ and black and minority ethnic members in your branch to come forward as delegates.

Remember it is vital that all additional requirements for delegates (such as access adjustments for disabled delegates, dietary needs, childcare requirements) are notified to us well in advance.

The Agenda will be circulated online to delegates week commencing **21 April 2025**.

Copies of the latest **Bectu Sector** rule book can be requested from head office or downloaded from the Prospect/Bectu website.

Your delegate(s) will find it useful to be given a copy of this document with the information it contains at this stage.

Yours faithfully

Brian Harris

on behalf of the Standing Orders Committee

**BECTU RULES REVISION AND SECTOR CONFERENCE 2023
AMENDMENT TO AN ACCEPTED RULE CHANGE**

Only one amendment to one rule change may be submitted on this form. Use this side of the sheet only. If there is insufficient space continue on a blank sheet, which must be signed and attached. Please photocopy if you need additional forms, or request extras from head office. Distinguish clearly between instructions like DELETE, INSERT, ADD and the text of your amendment. Where necessary refer to sentence numbers in the rule change you are seeking to amend (e.g. IN THIRD SENTENCE...). Avoid line numbers, as these may vary in printing. Your attention is drawn to Bectu Sector Rule 18(h). The Standing Orders Committee may combine amendments of similar intention. They will reject amendments whose intention is obscure, or which concern matters outside the objects of the union, or which constitute existing union policy, or which are not addressed to conference. As endorsed by conference, they may divide 'omnibus' amendments which cover separate issues and may reject portions of long amendments which appear to them to contain excessive argument. They will reject all amendments received at head office after the closing date.

The closing date for receipt of this form at Head Office is 12 noon on Wednesday 19 March 2025

State clearly here the number of the accepted rule change you are seeking to amend, as given in the attached document:

Rule Change No:

[Proposed amendment begins]

[Amendment ends or continues on sheet attached (please indicate)]

Name of branch:

Signed on behalf of the branch by:

Name in BLOCK CAPITALS: Membership No:

Branch office held: Date:

Contact for SOC purposes (if not the above):

Daytime telephone number and extension:

Please return the completed form to bectusectorsoc@bectu.org.uk

----- To be detached and returned to branch if form below is completed by branch officer -----

BECTU RULES REVISION AND SECTOR CONFERENCE 2023

This slip acknowledges receipt of your branch's **amendment** to Rule Change No:

Name:..... Address:

.....OR Email:

**BECTU RULES REVISION AND SECTOR CONFERENCE 2023
AMENDMENT TO AN ACCEPTED PROPOSITION**

Only one amendment to one proposition may be submitted on this form. Use this side of the sheet only. If there is insufficient space continue on a blank sheet, which must be signed and attached. Please photocopy if you need additional forms, or request extras from head office. Distinguish clearly between instructions like DELETE, INSERT, ADD and the text of your amendment. Where necessary refer to sentence numbers in the proposition you are seeking to amend (e.g. IN THIRD SENTENCE...). Avoid line numbers, as these may vary in printing. Your attention is drawn to Bectu Sector Rule 18(h). The Standing Orders Committee may combine amendments of similar intention. They will reject amendments whose intention is obscure or which concern matters outside the objects of the union, or which constitute existing union policy or which are not addressed to conference. As endorsed by conference, they may divide 'omnibus' amendments which cover separate issues and may reject portions of long amendments which appear to them to contain excessive argument. They will reject all amendments received at head office after the closing date.

The closing date for receipt of this form at Head Office is 12 noon on Wednesday 19 March 2025

State clearly here the number of the accepted proposition you are seeking to amend, as given in the attached document:

Proposition No:

[Proposed amendment begins]

[Amendment ends or continues on sheet attached (please indicate)]

Name of branch:

Signed on behalf of the branch by:

Name in BLOCK CAPITALS:Membership No:

Branch office held: Date:

Contact for SOC purposes (if not the above):

Daytime telephone number and extension:

Please return the completed form to bectusectorsoc@bectu.org.uk

----- To be detached and returned to branch if form below is completed by branch officer -----

BECTU RULES REVISION AND SECTOR CONFERENCE 2023

This slip acknowledges receipt of your branch's **amendment** to Proposition No:

Name:..... Address:

..... OR Email:

BECTU RULES REVISION AND SECTOR CONFERENCE 2025
PROPOSED ALTERATIONS TO RULES ACCEPTED BY THE STANDING ORDERS
COMMITTEE

ARC 1/25 2(b)(i) Subscriptions

Amend the subscriptions table. Please see attached. Please note that this is putting into rule changes the changes agreed at Prospect Conference in 2024.

Amend the subscription table as follows:

Members paying subscriptions by direct debit, standing order, or directly to the union shall pay subscriptions according to the following scale:

Rule 2 (b) (i)

Amend the subscriptions table as follows:

Members paying subscriptions by direct debit, standing order, or directly to the union shall pay subscriptions according to the following scale:

Gross annual earnings	Subscription payable	
	monthly	annually
£12,501-£15,000*	£10.00	£120.00
£15,001-£17,500	£11.25	£135.00
£17,501-£20,000	£13.33	£159.96
£20,001-£22,500	£15.41 £16.66	£184.92 £199.92
£22,501-£25,000	£17.50 £18.75	£210.00 £225.00
£25,001-£27,500	£19.58 £20.83	£234.96 £249.96
£27,501-£30,000	£21.67 £22.92	£260.04 £275.04
£30,001-£32,500	£23.75 £25.00	£285.00 £300.00
£32,501-£35,000	£25.83 £27.08	£309.96 £324.96
£35,001 and over	£29.17	£350.04

SECTOR EXECUTIVE COMMITTEE

ARC 2/25 Rule 5 Arrears

Delete 'six months in arrears' and insert 'two months in arrears'.

SECTOR EXECUTIVE COMMITTEE

ARC 3/25 Rule 4(a) Definition of paid-up member

Delete 'six months' and insert 'two months' throughout sub paragraphs (a) (b) and (c).

SECTOR EXECUTIVE COMMITTEE

ARC 4/25 Rule 18(a)

Change section 'provided that no member of the SEC' to 'provided that no member of the SEC and Prospect NEC'.

SECTOR EXECUTIVE COMMITTEE

ARC 5/25 Rule 17(b)

Delete the following paragraphs.

The following equality networks represented at Sector conferences have a maximum of two delegates, who shall not vote, but each of the equality networks may submit one motion to the Sector Conference to be moved by their representatives and debated and voted upon by Branch delegates:

- (i) Young Professionals Network
- (ii) Women's Network
- (iii) Lesbian, Gay, Bi-sexual and Transgendered Network
- (iv) Black & Ethnic Minorities Network
- (v) Disability Network

And insert;

The following equality committees represented at Sector conferences have a maximum of two delegates, who shall not vote, but each of the equality committees may submit one motion to the Sector Conference to be moved by their representatives and debated and voted upon by Branch delegates:

- (i) Young Members Committee
- (ii) Women's Equality Committee
- (iii) LGBT+ Committee
- (iv) Black Members Committee
- (v) Disabled Members Committee

SECTOR EXECUTIVE COMMITTEE

ARC 6/25 Add Appendix

Composite ARC6, ARC7 and ARC8

Conference agrees to add the following appendix to the Bectu sector rule book and number or letter as appropriate.

“Appendix [number as appropriate] - Guiding Branch Activity

Branch activities shall fall into the following categories and be subject to the following restrictions. Clear examples may be added by the SEC after consultation with stakeholders and practical and legal advice has been sought from union staff.

Class one business;

Legally binding discussions such as industrial action.

Branch democracy such as officer elections.

- Only branch members may partake.

Class two business

Voluntary industrial agreements, such as TV Drama, Major Motion Picture and similar.

-Branch committees may in conjunction with appropriate technical advice open discussions and voting to union members from other branches. Class three business

Industry standard business such as education and H&S

-Branch committees may use their discretion to involve union members from other branches.

Class four business

Day to day running of workplace interactions such as time and location for the next meeting or recruitment campaigns.

-Visitors may vote at the discretion of the branch committee

Additional note for Class two and three

Where the actions in question will affect in any way the members of another branch or division the branch must make reasonable effort to engage with and consult with the branches and divisions in question. For avoidance of doubt, the bare minimum requirement will be informing the Chair and secretary of the branch or division in question.

SCOTTISH FREELANCE BRANCH

ARC 7/25 Rule 6

Composite ARC6, ARC7 and ARC8

Consequently, from SFB RULE CHANGE PROP 1 - Conference agrees to add the following sentence as "6(e)" to rule 6 in the Bectu sector rule book.

6 (e) Branch business will fall into 1 of 4 categories defined in appendix X.

SCOTTISH FREELANCE BRANCH

ARC 8/25 Rule 6

Composite ARC6, ARC7 and ARC8

Conference agrees to add the following sentence as "6(f)" to rule 6 in the Bectu sector rule book.

(f) members may at their discretion register as visiting members to a [branch as described in 6(b)] workplace branch and/or craft branch which is temporary to them or represents less than 50% of their working time, this branch would be considered their secondary branch (though not limited to two) they would be registered with the branch secretary of said branch as "visiting" members would be allowed to take part in branch business as laid out in appendix X.

SCOTTISH FREELANCE BRANCH

ARC 9/25 9 (a) add rule (iii)

(iii) All SEC meetings will be hybrid and offer the option of remote connectivity for those unable to make any meetings in person.

BBC MEDIA CITY AND NORTHWEST BRANCH

ARC 10/25 Adding Section 21 - Honorary Membership

The Sector Executive Committee, subject to the approval of sector conference, may admit to honorary membership of the union any person it may from time to time think fit. The award of honorary membership may be made posthumously. Honorary membership shall imply no claim upon the benefits, services or funds of the union, nor any right to vote or otherwise to determine or influence its affairs. However, this shall not affect the rights of any persons who have been or are full members of the union who receive this honour.

WESTERN FREELANCE BRANCH

ARC 11/25 3(d)

Paternity. A revision should be:

Current wording

(d) where a member is on maternity leave (no period of which, whether paid or unpaid, shall adversely affect a member's status or entitlement under these rules);

New wording

(d) Where a member is on maternity, paternity, shared parental, or adoption leave (no period of which, whether paid or unpaid, shall adversely affect a member's status or entitlement under these rules).

FASHION UK BRANCH

ARC 12/25 Rule 1. Eligibility for membership of the Sector - add words in (italics). Also Rule 8 (h) -add words in (italics)

1. Eligibility for membership of the Sector

2.(a) Membership of the Sector is open to any Prospect member, in the UK or overseas, who works or is seeking work in the broadcasting, satellite, cable, film and video production, film manufacturing and processing, audio-visual manufacturing and duplication, educational technology, multi-media, theatre, cinema, leisure, corporate and other sectors of the cultural, entertainment and media industries, and in a professional, technical or managerial capacity in the computing, telecoms or information industries, ***and in the fashion industry***, or any other industry or capacity shall be eligible for membership of the sector with the Prospect National Executive Committee's (NEC) agreement.

(b) Any person who has graduated from a course of education or who received training leading towards employment in any of the industries covered by clause (a) above shall be eligible for full membership of the union as a new entrant, at such rate of subscription as the NEC may determine from time to time.

(i) Any person engaged as an apprentice, as a trainee or as an intern with the status of employee, being paid the recognised rate, shall be eligible for full membership of the union as a trainee, at the ordinary rate of subscription.

8. Divisions

Eligibility

(h) The membership of the Arts and Entertainment Division will comprise all members in the theatre, arts and live events, cinema distribution and exhibition (including managerial), leisure, bingo, *fashion* or other entertainment fields who are not allocated to another division.

FASHION UK BRANCH

PROPOSITIONS ACCEPTED BY THE STANDING ORDERS COMMITTEE

AP 1/25 Establishing a program for trans awareness training

That this conference agrees for Bectu to introduce trans+ awareness training for Bectu staff and officials, as well as to offer courses for all of our union members (and non-members). This is to offer better support and understanding to our trans+ members across the creative industries. This includes freelance members and those that work alongside Bectu members including crew, producers and production staff. We ask for this training to be available for members and staff within a year.

LGBT+ COMMITTEE

AP 2/25 Adult Carer Recognition

That this conference instructs the SEC to campaign for freelance carers of adults to be afforded the same rights as those workers within the film/tv/theatre sector who are protected under the Equality Act. This is to say that having a responsibility for someone's care should be regarded as a protected characteristic.

NORTHWEST FREELANCE BRANCH

AP 3/25 Bectu members threatened for Gaza support

That this conference deplores the targeting of Bectu members who have been threatened with losing future employment for raising concerns about the current genocide in Gaza.

Conference instructs the SEC to raise the issue with members within the sector and that any member affected by this will have the full support of the union.

NORTHWEST FREELANCE BRANCH

AP 4/25 Bectu Sector Conference structure

That this conference instructs the SEC and SOC to return to the former agenda for Conference business, that is, having a full day of propositions and debates on the Saturday of Conference weekend, and a half day on the Sunday, for Divisional Conferences.

NORTHWEST FREELANCE BRANCH

AP 5/25 Branch mission statements

That this conference instructs the SEC that all Branches within the Sector derive a mission statement, which clearly defines the criteria for the inclusion of members in that Branch, under the administration of the SEC. Mindful of the traditional rationale for placing members in a Branch, and within the appropriate Division, the statement should leave no doubt as to the correct placement of members, within our structure and consequently our capacity to represent them, efficiently and effectively. This measure is to be actioned as soon as possible after the end of the Conference.

NORTHWEST FREELANCE BRANCH

AP 6/25 Lobbying for Ofcom to be responsible for streamer platforms

That this conference instructs the SEC to lobby the DCMS (Department for Media Culture and Sports) and CMS Committee (Culture Media and Sports Committee) to place under their aegis those organisations which stream media content and which otherwise purvey social media, in order that all media producers of any genre, are treated like other broadcasters. Ofcom already handles broadband and telecom companies, and it should be so with all of those offering film, television and radio content, ensuring that upcoming legislation is relevant to this.

NORTHWEST FREELANCE BRANCH

AP 7/25 Ofcom regional commitments

Composite AP7 and AP31

That this Conference instructs the union to campaign for Ofcom to increase the percentage of regional productions including putting in place more stringent safeguards to ensure that local talent be recruited when shooting in the nations and regions.

NORTHWEST FREELANCE BRANCH

AP 8/25 Union Lobby for Racism in Creative Sector Inquiry

That this conference instructs the SEC to lobby for the DCMS (Department for Culture Media and Sports) and CMS committee (Culture Media and sports Committee) to launch an urgent investigation of how racism has impacted the creative sector in the aftermath of the Black Lives Matter protests.

NORTHWEST FREELANCE BRANCH

AP 9/25 Creation of an up-to-date directory of branch contact details

Conference instructs the SEC to make a publicly available list of branches and their contacts.

As it stands there is no up to date list of branch contacts, creating one would enable cross-branch collaboration which would increase the effectiveness and dynamism of the union, helping us to meet the needs of the modern workforce.

LONDON LIVE EVENTS NETWORK

AP 10/25 Membership retention strategy

Conference instructs the SEC to create an inter-divisional working group to develop a strategy in order to improve the membership retention.

Each division will nominate a rep and their substitute who will be part of the working group. They will report back to the SEC within a year from the creation of the working group.

LONDON LIVE EVENTS NETWORK

AP 11/25 Establish a disabled members helpline

The Bectu Disabled Members Committee instructs the SEC to establish a disabled members helpline, specifically focused on freelance workers. There has been an increase in disabled members seeking support from the union, and it is reaching a crisis point. Therefore, the committee instructs the SEC to establish this within one year, with a report on progress in six months time.

BECTU DISABLED MEMBERS COMMITTEE

AP 12/25 LPD RPD pilot to merge meetings

This Sector Conference recognises that Bectu's current structure is a historical one which has served the union well over many years, but which post pandemic has been shown to hold back effective communication and industrial strategy.

Conference recognises that continuing with the London and Regional/National divide has come under strain in recent years with many members seeking to join LPD craft branches and newly formed (and some long established) branches lobbying for a national membership. Recent RPD and LPD minutes have reflected the tensions that can exist where different branches across these divisions are unaware of the industrial issues and branch actions affecting their members, potentially leading to conflicting positions that can be exploited by employers and engagers, and cause discontentment with Bectu from members and colleagues who perceive the union acting in a way that damages their interests.

Conference supports the need to increase LPD and RPD Committees ability to communicate and understand these issues as they arise and facilitate understanding of all of the issues that affect branches and their members across the nations, regions and the UK's production hubs.

Conference recognises that there will always be important differences for members working in the nations and regions that need to be acknowledged and protected, but for organisational, industrial and effective communication purposes it makes more sense for RPD and LPD Committees to work more closely together in the best interests of members who are facing unprecedented challenges as industry players merge and seek to reduce costs.

Conference therefore instructs the SEC to merge meetings of RPD and LPD together during 2025 and 2026 with the aim of piloting whether one Production Division might prove beneficial for members in the long term. Should the pilot prove successful the SEC is instructed to bring the necessary rule changes to the Sector Conference in 2027. Any changes to the Divisional structure will recognise the need for both an industrial and Regional/National voice and ensure that the Division has representation from across the UK.

OUTSIDE BROADCAST BRANCH

AP 13/25 Member engagement

The changing nature of work means many Bectu members are now engaged across traditional Bectu divisions in order to make their working lives work. This in turn means that they can, on occasions, be operating under collective agreements which are outside of the remit of their branch. Whilst a wider review of Bectu structures may present the opportunity to address this, we must ensure that our decision-making processes are as inclusive as possible.

As an interim position, this conference agrees that all branches and Bectu officials should be cognisant of Rule 6 (c) when dealing with negotiations which have significant consequences for members' terms and conditions. This includes a mandatory obligation on Bectu officials to ensure that all impacted members are consulted on industrial relations issues that will directly impact them and given the opportunity to join the discussion before decisions are made final.

SECTOR EXECUTIVE COMMITTEE

AP 14/25 Accommodation for Observer

That conference instructs the SEC that in the event of branch union reps not being able to attend conference and the unavailability of a reserve to fill that place, that offer of travel and accommodation be given to branch observers (on a cost neutral basis) so as to ensure the best use of money already spent.

SECTOR EXECUTIVE COMMITTEE

AP 15/25 Artificial Intelligence

Artificial Intelligence has been around for some time in the creative industries. But the pace is gathering and innovations, some good, some worrying, are happening at super fast speed.

Copyright lies at the heart of the creative industries within Bectu. As a matter of urgency, the SEC urges Conference to revive the Copyright committee to consider the fast development of AI, the government's approach to AI and copyright, and to produce its own policy and action plan. Representatives for the committee to be drawn from all relevant sectors of Bectu.

SECTOR EXECUTIVE COMMITTEE

AP 16/25 Industrial strategy

Bectu Sector Conference welcomes the inclusion of the creative industries in the Governments industrial strategy in recognition of the huge economic contribution that the creative sector brings to the UK economy. The involvement of Bectu in the taskforce is a welcome departure from the approach taken by predecessor Governments and is in recognition of the efforts of members and representatives across the union to highlight the challenges faced by workers in the Sector.

However Conference recognises that the success of the Sector is dependent on the workforce both employed and freelance workers and the industrial strategy must include measures that will deal with some of the structural challenges facing them.

Conference therefore instructs the SEC to continue to campaign for the following changes;

(a) The creation of a freelance commissioner to be a voice for the freelance community working across Government
(b) Better rights for freelancers, including a mechanism that could address the precarity of freelance employment in the creative sector.

(c) An effective deterrent to end the scourge of late payments which continues to be a huge challenge across our membership areas.

SECTOR EXECUTIVE COMMITTEE

AP 17/25 Worker safety in adverse conditions

Composite AP17 and AP44

That this conference notes:

- With the impact of climate change affecting all areas of the world, severe weather incidents like Storm Eowyn will only become more frequent
- The far right pogroms in the summer of 2024 were a reminder that political tensions can escalate and cause tangible risk to the health and safety of minoritised workers.
- Workers in the front lines of the creative industries do not feel empowered to challenge employers who encourage or force them to travel to work during adverse conditions.
- Employers need to recognise that they are fully liable for any harm or injury caused to workers in these high risk conditions.

That this conference instructs the SEC to:

- Consult employers on their duties and policies towards workers working on location in severe weather conditions and/or high risk environments.
- Conduct focus groups on the robustness of dynamic risk assessments for severe weather conditions and/or high risk environments.
- Provide guidance to workers who feel unsafe working in high-risk environments or during high-risk socio-political events. This may include but is not limited to violent planned demonstrations near places of work, natural disasters, high-risk sports events, rallies for controversial figures.
- Provide regular follow up support to members who have worked in these high risk conditions.

CHANNEL FOUR BRANCH

AP 18/25 Solidarity with peaceful anti-fascist anti-racist movements

That this conference instructs the SEC to:

- Restate the sector's support for the right of individual members in respect of freedom of assembly and to peacefully protest.
- Facilitate a Bectu sector 'bloc' as part of the trade union bloc of anti-fascist, anti-racist demonstrations supported by the TUC and other major unions such as Equity and the Musicians' Union, to draw attention to the threat from the far-right (and other extremist groups) to the creative industries and so members can feel their sector is in solidarity with the struggle.
- Signpost Bectu members to training programmes where they can learn about their protest rights e.g. Knowing Your Rights and Legal Observers sessions by Green & Black Cross.
- Highlight the threat of the far right, fascists and other extremist groups towards those in the Bectu sector working on the front lines of media and communications—by conducting a survey or establishing divisional focus groups on how they are being impacted by world events.
- Provide guidance to workers who feel unsafe in these scenarios or incidents.

CHANNEL FOUR BRANCH

AP 19/25 Mass redundancies and restructure

Composite AP19 and AP20

That this conference notes:

- The BBC, ITV, Sky, Channel 4 and RedBee Media have been undergoing mass redundancies and restructures over the past year, leading to unprecedented job losses across the broadcast industry.
- Workers are not equipped with the resources to challenge these incidents before and during the consultation stage where their influence is essential.

That this conference instructs the SEC to facilitate:

- Enhanced training opportunities/courses for reps on how to navigate collective bargaining, collective consultation and individual consultation, especially in broadcast divisions which are undergoing continuous cuts and non-recognised branches.
- In creating and assisting reps, full-time officers and organisers with better resources to engage with employers on ways to mitigate and minimise job losses before the need for redundancies arise e.g. cost-saving exercises, reduction in executive bonuses, hiring freezes.
- Reinforce the need for greater protections for creative industry freelancers and contract workers, who are often the first to be let go; to strengthen Bectu's work in lobbying the Government.

CHANNEL FOUR BRANCH

AP 20/25 Impact of redundancies on protected characteristics

Composite AP19 and AP20

That this conference instructs the SEC to:

- Build a campaign to urge employers in the creative industries who have undertaken redundancies to publish a full and transparent Equality Impact Assessment, detailing the effect on those with Protected Characteristics under the Equality Act 2010 and an action plan for how it will respond to any detrimental statistics.
- Pursue material commitments from the entertainment and creative industries, including but not limited to the following: (1) the establishment of clear Redundancy Policies which outline the rights of workers; (2) the publishing and transparency of data regarding the impact on Equality, Diversity and Inclusion before, during, and after any period of restructure.
- Urge public sector bodies such as the BBC and Channel 4 to provide proof of their decision-making processes and documentation showing how they have adhered (and will adhere) to their Public Sector Equality Duty under the Equality Act 2010 regarding the impact of redundancies and restructure in recent years.

CHANNEL FOUR BRANCH

AP 21/25 OFCOM

That this conference recognises the deep-felt disillusionment experienced in the nations and regions at the state and structure of the Ofcom quotas.

It is a widely held view within our branch that the quotas not only lack the power to develop our industry into the sustainable model we all deserve, they contain enough loopholes to be totally ineffective.

Conference instructs the SEC to investigate in detail how these quotas have failed to produce a sustainable industry in the nations and regions with the aim of using the results of this investigation to campaign for the reformation of the quotas to achieve these goals more effectively.

SCOTTISH FREELANCE BRANCH

AP 22/25 National committees

That this conference recognises that local organising is at the heart of the trade union movement. It also recognises that the film and television industry of today breaks regional, national, and international borders.

For the Bectu sector of Prospect to retain its strength on behalf of its members, it must be able to recognise which aspects of its activity benefit from local organising and which benefit from national organising.

Conference instructs the SEC to work with the regional and London production divisions to formalise the remit of the two Divisional committees and support the creation of specific

committees to act on behalf of members where the remit of those committees affect workers across the United Kingdom.

SCOTTISH FREELANCE BRANCH

AP 23/25 Democracy in the Nations and Regions

That this conference recognises that the sector membership is not distributed evenly throughout the UK. It notes the risks of centralising decision making away from the Nations and Regions.

Conference instructs the SEC to work with the Nations and Regions to create a system of “veto” and/or “opt out” for branches in the Nations and Regions from unrealistic or impractical policy decisions made centrally by other committees, branches or divisions.

SCOTTISH FREELANCE BRANCH

AP 24/25 SEC to work closely with CIISA (The Creative Industries Independent Standards Authority), employers and PACT.

This conference calls on the SEC to work proactively with CIISA (The Creative Industries Independent Standards Authority), employers and PACT to encourage and support productions in reflecting CIISA standards.

Bectu has already played a part in the consultative build-up to the publishing of these standards. Conference now asks Bectu to engage with employers and PACT to promote and encourage their timely response. Furthermore, conference asks Bectu to continue dialogue with CIISA to set appropriate timelines with employers, so that best practice becomes common practice. These standards being met consistently will ensure that, for example, reporting structures are clear and transparent, and that no worker is treated unfairly in the workplace for reporting issues appropriately.

LPD BROADCAST AND FILM CHAPERONES AND TUTORS BRANCH

AP 25/25 AI and climate change

Conference notes the devastating progression of the climate crisis, with 2024 for the first time exceeding average global temperatures of 1.5C above pre-industrial levels, accompanied by hurricanes, droughts, and wildfires.

Within BBC division, the organisation has committed to reducing its Scope 3 indirect emissions by at least 28% by 2030, but is currently rolling out AI across the organisation without a plan to account for its climate impacts.

Conference instructs the SEC:

- to campaign for clear climate targets across the arts and creative industries, decided democratically by workers, alongside plans for achieving these targets and transparent carbon accounting to demonstrate progress towards them
- to demand clear carbon accounting for AI technologies rolled out across the industry, and to oppose its use where this accounting is absent.

BBC MEDIA CITY AND NORTHWEST BRANCH

AP 26/25 Campaign for a Strong BBC Charter Renewal in 2028

Conference notes the critical role of the BBC in providing high-quality public service broadcasting and its significant contribution to all areas of the creative industries across England, Scotland, Wales, and Northern Ireland. Conference also notes the campaign and research work that BECTU has undertaken previously in highlighting the importance of the BBC to the UK and the creative industries. However with the end of current BBC charter on December 31st 2027 fast approaching Conference would like to propose the following to bring renewed focus to the topic;

Conference instructs the SEC to:

1. **Campaign for a robust and effective BBC Charter renewal in 2028**, focusing the campaign on lobbying decision-makers and stakeholders, to ensure the BBC's public service remit is protected and strengthened.
2. **Undertake research within the Bectu membership** to gather insights and recommendations on how the BBC should be funded in the future. This research will inform the SEC's campaign strategy and proposals, ensuring the BBC's funding model supports its vital work and benefits the creative industries in all nations of the UK for the future.

Conference emphasizes the importance of lobbying efforts in this campaign in conjunction with galvanizing grass roots membership of the Union for traditional campaigning, in order to maximize the union's influence on policy and public discourse surrounding the BBC Charter renewal in both political and societal spheres.

BBC MEDIA CITY AND NORTHWEST BRANCH

AP 27/25 Mitigation of redundancies

That this Conference notes that there is an ever-changing media landscape and, in response, organisations are making many savings.

This motion proposes:

(1) That Bectu encourage media organisations to look at other business costs savings before cutting personnel, for example savings to assets (buildings, storage facilities, technology, etc) and establish a clearer case as to why personnel need to be made redundant.

(2) That Bectu works to ensure that organisations retain essential staff, so there isn't the need to bring them back to the business on different contractual terms.

(3) That the impact of cuts on freelancers is also taken into account during negotiations, as the freelancer pool would be potentially widened with more redundancies.

(4) That Bectu demands media organisations who are undertaking a major restructuring process actively consider the impact of workload on the remaining employees in the business before the restructuring has been completed, to mitigate the impact in terms of workload and stress.

Therefore management adding new work to remaining employees, with no increase to pay and/or staffing, should trigger an automatic conversations with affected employees and raised in their negotiation processes.

(5) That Bectu offers a toolbox of resources to members who are at risk of redundancy and facing restructure; this should include information on Bectu contacts related to the negotiations, helpful hints to making the case for keeping a role; and effective discussions with managers.

(6) In the case of the BBC, that the Bectu stress survey is taken into account in terms of managing workload for remaining employees.

- Context:

In 2024, the BBC announced they needed to save a total of £700 million and expect an overall reduction of around 500 people working in Public Service in the UK. At the same time, ITV and Channel 4 each announced the loss of 200 jobs.

The Bectu BBC Stress Audit (2024) of 4000 Bectu members, reported many findings relating to work impact, including: 61% of respondents feel they often must work very intensively and 77% of respondents sometimes have to neglect tasks as they feel there is too much else to do. The potential of redundancies is likely to further impact staff stress.

BBC MEDIA CITY AND NORTHWEST BRANCH

AP 28/25 Festival working conditions

That this conference notes the extremely poor conditions our members and workers in the festival industry face as highlighted by the recent survey from Bectu's Live Events Network.

The findings are deeply concerning, with over 70% of respondents highlighting issues with sanitation on festival sites. Many reported substandard washing and toilet facilities.

In addition to these sanitation issues, 70% of respondents also reported working extremely long hours, with some working 18-20 hour days and receiving as little as 3 hours off between shifts. This overwork not only leads to physical exhaustion but also significantly raises the risk of accidents and burnout.

Nearly half of those surveyed indicated that their mental health had been negatively affected by the poor health, safety, and welfare conditions on-site.

In response to these findings, this conference instructs the SEC to campaign for significant improvements in working conditions across the festival sector. This campaign should focus on securing better sanitation facilities, stricter controls on working hours to prevent excessive shifts, and addressing the mental health challenges faced by workers.

SCOTTISH LIVE EVENTS NETWORK

AP 29/25 EU Policy and lobbying

That this conference instructs the SEC to develop and adopt a formal policy position on changes to the UK-EU cooperation agreement for creative industry workers and campaign and lobby Members of Parliament and government for these policies to be implemented. The Bectu EU policy should include the removal of the obstructive barrier of travel limits to the EU of 90 days in a 180 day period for creative industry workers, changes to cabotage and carnets. The 90/180 day rule has been identified by the creative industries as the lynchpin (of many) issues hindering workers with projects that would take them into the EU. Its effects are devastating and are actively harming the professions of all members of this sector. Where possible, we should collaborate with other organisations and industry stakeholders, such as Carry On Touring, to strengthen our lobbying efforts, and aim to ensure consistent industry demands when engaging with the government and MPs.

SCOTTISH LIVE EVENTS NETWORK

AP 30/25 To change the divisional structure of LPD and RPD to form one division

That this conference calls on the SEC to unify London and Regional production divisions into one division, by bringing forward the necessary rules changes in time for sector conference in 2027.

Members who work in Locations – and indeed and all other freelance TV roles within LPD and RPD – are divided into Regional Production Division (RPD) and London Production Division (LPD) depending on where they reside. This is based on an antiquated understanding of the film and TV industry that does not reflect how people work today.

Currently, members of LPD are organised into Craft branches (e.g. Locations branch, Costume branch etc), whereas members of RPD are organised only into region-based branches (e.g. Scottish Freelancers). This means that members across the UK are less able to work together to advance their crafts/departments' rights and conditions at work.

Keeping the LPD/ RPD division has caused a London-centric view of the film and TV industry, and means craft-based union decisions are, in the majority, being made by London members. This is frustrating for and alienates regional members, many of whom work around the country (and beyond), and feel affinity to their craft, first and foremost, rather than where they are located. The levelling up of RPD relative to LPD is paramount to this motion. We do, however, recognize that all members occasionally face Regional- or London-specific concerns. We suggest creating space in the craft branch structure to raise these concerns, i.e. via a Regional Committee Member position.

Uniting the divisions into one would help incorporate more voices, and encourage new members to join the union. This is urgent and necessary so that crew across the UK are involved in making crucial decisions that are relevant to their work, together with their fellow department members, as well as feeling valued and involved.

LOCATIONS BRANCH

AP 31/25 Nations & Regions Productions

Composite AP7 and AP31

This Branch is concerned that the current Nations & Regions production criteria set by Ofcom lacks any meaningful verification process. While productions must meet two out of three criteria for: substantive base, production spend, and off-screen talent spend, production companies are not generally required to submit any evidence of compliance (other than perhaps submitting the percentages of spend outside the M25 or per region).

Conference instructs Bectu to lobby Ofcom to implement a robust verification system for Nations and Regions productions. Companies could provide evidence in some or all of the following ways:

Documentary evidence of substantive bases, including proof of permanent staff employment and operational facilities.

Detailed breakdowns of production spend to verify the 70% threshold outside the M25.

Records of production talent employment locations to support the 50% threshold claim.

The current system appears to rely on self-reporting without any audit or check, potentially allowing productions to claim Nations & Regions status without meeting Ofcom's criteria. This undermines opportunities for genuine regional production and risks diverting investment away from the nations and regions that these criteria were designed to support.

Implementing proper verification would strengthen regional production centres, protect job opportunities in the nations and regions, and ensure that broadcasters' quotas genuinely contribute to building sustainable production ecosystems outside the M25, fulfilling Ofcom's aim to support and strengthen the television production sector across the UK.

UNSCRIPTED BRANCH

AP 32/25 Freelance Commissioner

This conference calls on Bectu to advocate for the establishment of a Freelance Commissioner within Government.

Our members in Film & TV, Theatre, Arts & Entertainment, and other creative sectors don't usually have a choice but to be engaged on a freelance basis. Recent budget cuts have led to diminished terms and conditions, increased workloads, and reduced teams; burdens disproportionately shouldered by freelancers. This erosion of support is driving talent away from our world-renowned creative industries.

The Freelance Commissioner could champion British creativity, developing strategies to retain talent, attract new voices, and ensure our creative industries remain vibrant and sustainable. By empowering freelancers, we can safeguard our industries' future, solidify the UK's standing as a global creative leader, and foster a diverse and inclusive environment that reflects the stories and perspectives of all walks of life.

We urge Bectu to actively engage with policymakers, collaborate with industry stakeholders, and launch a targeted campaign to secure the appointment of a Freelance Commissioner within Government. The union and its members should have a mechanism for feedback to the commissioner to ensure it meets the needs of freelancers.

This creation of the role would demonstrate a commitment to nurturing creative talent, strengthening the creative economy, and ensuring the diverse voices of our nation are heard and celebrated for generations to come in the United Kingdom.

UNSCRIPTED BRANCH

AP 33/25 Support for freelance creative workers between contracts

Given the crisis in employment in film and TV these past two years, this Conference instructs the SEC through the Head of Bectu to lobby the Government to address shortcomings of the benefit system (e.g. Job Seekers Allowance and Universal Credit) that fail to provide the necessary safety net for freelance workers and staff made redundant in our industry.

This Conference further instructs the SEC and Head of Bectu to lobby the government to consider adopting the kind of support French creative workers enjoy if they have worked enough weeks in the year, when they are not working.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 34/25 Streamer support for public-service and independent documentaries

Composite AP34 and AP35

This Conference calls on the SEC and Head of Bectu to lobby Ofcom, Parliament and the Government to ensure that video-on-demand publishers serving UK audiences contribute to public-service current affairs and documentaries.

For example, this could be by a mixture of levies to fund a plurality of these across TV, streaming and cinemas and quotas, to ensure a wide choice of programmes to educate and inform UK citizens, not just entertainment.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 35/25 Support for independent and public-service television documentaries

Composite AP34 and AP35

This Conference recognises the social benefit of and democratic need for public-service and independent documentaries that inform and empower citizens and counter misinformation.

This Conference calls on the SEC and Head of Bectu to lobby Ofcom, Parliament and the Government to ensure this aspect of our screen ecology is restored to good health with a plurality of adequately funded slots across all national broadcasters and sufficient financial support for independent projects.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 36/25 Practical support for freelance representatives

This Conference recognises the particular sacrifice and challenges of freelance reps across the industry without recognition and paid time off for trade-union duties during an industry-wide jobs crisis since 2023. It instructs the Bectu SEC to produce a policy, and set out guiding principles with consultation with divisions and branches, on how freelance reps can receive appropriate and necessary financial compensation and support for the time they spend on essential member-led work for the union on behalf of freelance members.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 37/25 Devolved Sector decision-making

This Conference wishes to express the desire for decisions affecting the sector to be first debated and as far as possible decided within the sector, before consideration by Prospect NEC.

Conference instructs the SEC to pursue this issue with Prospect NEC/Senior Management Team to gauge their response and report back to the sector.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 38/25 Festival pass discounts through Bectu

In the changing and shrinking world of UK terrestrial TV and Radio commissioning, new ways of accessing funds for development of programme ideas and pitches need to be found for our members, especially freelancers. Bectu is urged to seek accreditation to offer passes at a discount for those members wishing to attend film festivals and markets in Sheffield, Cannes, Berlin and elsewhere where there are opportunities for new contacts and possible new funds.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 39/25 Properly funding The History Project

During the many decades that Bectu and its predecessor unions have existed, a rich archive of material has been built about our industry. It is called The History Project. Conference is urged to ensure that it is properly funded with a decent annual budget for storage, both physical and electronic and other necessary expenses. In addition, Bectu should be urged to give greater prominence to its contents in publications, exhibitions and in Prospect headquarters.

WRITERS PRODUCERS AND DIRECTORS BRANCH

AP 40/25 Improvement of air quality for live event staff

Diesel engines emit a complex mixture of pollutants and carcinogens, including particulates with a 2.5 micrometers diameter or less (PM2.5), which penetrate deep into the lungs, enter the bloodstream and can cause serious health problems - including fatal and chronic cardiovascular and pulmonary diseases (e.g. heart attack, stroke, asthma, etc.).

The live events industry relies heavily on diesel-powered plant machinery and vehicles (esp. cherry-pickers [MEWPs], generators and trucks), that emit significant amounts of exhaust fumes plus PM2.5. Enclosed environments (venues - arenas, stadiums, etc), increase the concentration of these harmful toxins leading to higher exposure levels, posing greater risks to the health of staff, performers and audience.

Conference instructs the sector executive to support and facilitate a campaign towards the following objectives:

- **Regulatory Measures:**
Advocate for stricter regulations on diesel emissions in the workplace.
- **Air Quality Monitoring:**
Sourcing of appropriate air quality monitoring devices, in particular PM2.5 monitors. Require venues to allow regular sampling during the build and break of live events.
- **Mandatory on-shift ventilation at indoor venues:**
Remind event organisers/venue managers of their duty of care (under HSE & COSHH regulations) to maintain air quality and ensure necessary recommended air flow provisions / extraction systems are in place and operational during working hours.
- **Raise Awareness:**
Request to link up with wider Prospect campaign on air quality in the workplace plus printed materials to inform members of the health risks.
- **Adopt Green Practices:**
Encourage the use of electric vehicles and equipment for event procedures, logistics and transportation to minimize diesel emissions.
- **Transition to Cleaner Energy Sources:**
Replace diesel generators with greener alternatives

By taking these steps, we can protect the health of everyone involved in the live events industry and create a safer, cleaner environment for all.

Thank you for your attention and commitment to this important issue.

LIVE EVENTS NETWORK (RIGGERS) NETWORK

AP 41/25 Inclusion of Fashion in Chaperone Regulations

That this conference recognises the importance of safeguarding children working in all entertainment industries, including the fashion sector. It notes that professional Chaperones, who are legally required to obtain a local authority licence, ensure the safety and welfare of children on set. However, there are significant inconsistencies in the process of licensing and training across different regions, creating gaps in protection.

This conference acknowledges the lack of a nationwide framework for the licensing of Chaperones, which leads to varying standards and can jeopardise the safety of young performers and workers. It further recognises the fashion industry's need to adopt the same professional standards and safeguards for young models as other entertainment sectors.

To address this, the conference instructs the Bectu Sector of Prospect to lead a campaign, in collaboration with organisations such as the National Network of Children in Employment and Entertainment (NNCEE) and the Chaperones of Young Performers Association (CYPA), to:

1. Research areas not currently covered by child performance regulations, specifically within fashion.
2. Advocate for fashion to be included in child performance legislation, ensuring that all young models are protected under the same regulations as those in TV and film.
3. Promote the adoption of a single national framework for Chaperones, which includes a standardised qualification, clear application process, and a centralised database of licensed professionals.
4. Urge employers across the fashion industry to engage professional Chaperones rather than relying on untrained 'parent Chaperones'.

By aligning fashion with these standards, we will safeguard children in all areas of the entertainment industry and ensure consistent, competent care.

FASHION UK BRANCH

AP 42/25 Addressing the Toxic Culture of Internships in the Fashion Industry

That this conference acknowledges the critical role that internships play in providing early career opportunities for emerging talent in the fashion industry. However, the current state of internships in the sector is often exploitative, underpaid, and fails to offer equal opportunities to all individuals, particularly from underrepresented groups.

In order to address these issues and provide fairer, more equitable opportunities for those entering the fashion industry, this conference instructs the Bectu Sector of Prospect to:

1. Campaign for Fair, Paid Internships: Launch a campaign advocating for paid internships across all fashion sectors, ensuring that emerging talent, regardless of their socio-economic background, can afford to participate. Internships should not be used as free labour but rather as a valuable opportunity to gain experience and build professional skills.
2. Create Standards for Internships: Establish a clear set of standards for internships in fashion that promote transparency, fairness, and equal access. These standards should include proper compensation, a structured mentorship program, and clear learning objectives to ensure that interns benefit from the experience.
3. Address Discriminatory Practices in Internship Recruitment: Ensure that internship recruitment processes are inclusive and do not disproportionately disadvantage candidates from underrepresented groups. This includes promoting diversity in recruitment and removing barriers that might exclude potential candidates based on race, gender, socioeconomic background, or geographic location.
4. Promote Partnerships with Universities and Fashion Schools: Work closely with universities, fashion schools, and training programmes to create internship opportunities that align with educational goals and provide a clear path to permanent employment. Establish a network of

schools, universities, and employers to ensure that internship opportunities are widely available and fairly distributed.

5. Build a Support System for Interns: Create a support system for interns, including mentorship programs, feedback mechanisms, and career advice, to help guide them through the internship experience and provide opportunities for growth and advancement.

6. Advocate for Industry-wide Change: Work with industry bodies, such as the British Fashion Council and other fashion-related organisations, to push for industry-wide standards and practices that ensure internships are fair, accessible, and supportive of diversity and inclusion.

This motion seeks to ensure that internships within the fashion industry provide real, measurable value to emerging professionals, offering them the support, training, and opportunities they need to launch successful careers while promoting diversity and inclusion across the sector.

FASHION UK BRANCH

AP 43/25 Tackling late payments

Conference notes the ongoing and widespread issue of late payments, which disproportionately affects freelancers and small businesses. In the fashion industry, delayed payments are particularly damaging, creating financial instability, increasing administrative burdens, and contributing to a culture where late payments are normalised.

Conference instructs the SEC to:

- Strengthen late payment policies by advocating for stronger industry-wide standards and ensuring the fashion industry is included in these discussions.
- Campaign for increased late payment penalties to act as a stronger deterrent.
- Explore raising interest rates on overdue invoices to reflect the financial impact of delayed payments.
- Investigate the implementation of tiered penalties for persistent late payers to encourage prompt payments.
- Initiate conversations with those who contract fashion creatives to address sector-specific payment challenges and drive meaningful change.

These measures aim to protect fashion creatives from financial instability and ensure they are paid on time for their work.

FASHION UK BRANCH

AP 44/25 Working conditions for fashion creatives in cold weather

Composite AP17 and AP44

Conference notes that fashion creatives, including hair stylists, makeup artists, and fashion stylists, often work in outdoor tents or exposed locations, facing challenging cold weather conditions. Prolonged exposure can have serious health implications, yet there are frequently inadequate warm-up spaces, minimal protection from the elements, and an expectation to leave valuable kits unattended.

Conference instructs the SEC to work with branches to establish clearer protections, including:

- Guaranteed access to adequate warm-up spaces.
- Provision of appropriate PPE suited to extreme weather conditions.
- Fair working hours to minimise prolonged exposure.

Specific protections for the security of fashion creatives' kits while working on location.

These measures aim to improve the safety, well-being, and working conditions of fashion creatives in cold weather environments.

FASHION UK BRANCH

AP 45/25 Inclusion of fashion creatives in Health and Safety Legislation and training schemes

Conference Notes That:

1. Fashion creatives, including stylists, makeup artists, costume designers, and other professionals, work in environments that often present significant health and safety risks, such as photoshoots, fashion shows, and commercial productions.
2. Unlike other creative sectors, fashion creatives are frequently excluded from structured health and safety training schemes such as the Creative Industries Safety Passport (CRISP), leaving them without standardised safety training.
3. The lack of tailored health and safety protections puts fashion creatives at risk, particularly in areas such as working in extreme conditions, carrying heavy kit, travel safety, fire hazards, and set safety.

Conference Believes That: Fashion creatives deserve equal recognition under health and safety legislation as other creative professionals in film, TV, theatre, and live events. There should be mandatory, industry-recognised health and safety training that acknowledges the specific risks faced by fashion creatives.

The CRISP scheme and other safety initiatives should be expanded to include fashion creatives, ensuring they have access to essential training.

Conference Instructs the SEC to:

1. Advocate for the inclusion of fashion creatives in industry-wide health and safety legislation to ensure equal protection and support.
2. Work with relevant organisations, such as ScreenSkills, BFC (British Fashion Council), British Beauty Council, and health and safety bodies, to expand access to structured safety training for fashion creatives.
3. Lobby for the adaptation of the CRISP programme or the creation of a fashion-specific safety passport, ensuring that those working on set, backstage, and in studios receive appropriate training and certification.
4. Push for enforcement of safety standards for fashion creatives, including guidelines on safe working hours, travel conditions, and set environment risks.
5. Ensure that health and safety protections are applied to both fashion creative freelancers and in-house employees, preventing exploitation and unsafe working conditions across the industry.

This motion seeks to ensure that fashion creatives receive the same health and safety protections as their peers in other creative sectors, safeguarding their well-being and promoting safer working environments.

FASHION UK BRANCH

AP 46/25 Protections for pregnant workers

The conference acknowledges the ongoing challenges faced by pregnant freelance fashion creatives in the industry, including prejudice in hiring, discrimination, unsafe working conditions, and a lack of support for those returning to work post-pregnancy. Conference calls on the SEC to work with branches to ensure stronger protections, including clear policies on workplace adjustments, risk assessments, and fair treatment throughout pregnancy and maternity leave.

FASHION UK BRANCH

AP 47/25 Ensuring fair access to pensions for Freelancers in the Fashion Creative Industry

This conference acknowledges the growing importance of pensions for freelance workers in the fashion creative sector, recognising that many freelancers are currently excluded from pension schemes due to issues with auto-enrolment and delayed assessments by employers.

Freelancers, particularly in the fashion and creative industries, face significant challenges in ensuring their financial future, including difficulties in securing timely access to auto-enrolment pension schemes. Often, the required assessments are delayed, leaving freelancers without pension coverage during crucial periods of employment.

In response to these challenges, this conference instructs the Bectu Sector of Prospect to:

1. Develop Clearer Guidelines for Auto-Enrolment: Establish clearer, more accessible guidelines for freelancers on how to insist upon auto-enrolment immediately after starting an engagement, ensuring they are enrolled from the outset. Provide additional training and resources for freelancers to understand their rights to auto-enrolment and how to navigate the process with different employers.
2. Campaign for the Backdating of Contributions: Advocate for policy changes that allow backdating of auto-enrolment contributions for freelancers who were previously excluded or not auto-enrolled, where the eligibility requirements were met during the period of employment. Work with industry bodies and lawmakers to introduce mechanisms that allow freelancers to access pension contributions for past engagements, ensuring they are not penalised for administrative delays or employer non-compliance.
3. Ensure Fair Access to Pension Contributions for Freelancers: Push for the extension of auto-enrolment to cover all freelancers in the creative industries, ensuring equal treatment for those working on short-term or intermittent contracts. Encourage engagers to assess freelancers as soon as they begin work, rather than waiting for the legally permitted deferral period, to ensure freelancers are not left without pension coverage.

By implementing these changes, we aim to provide greater financial security for freelancers in the creative sector, ensuring they can build their pensions effectively while working in the industry.

FASHION UK BRANCH

AP 48/25 Bectu Members Portal

Commitment to Improve Bectu's Members Portal.

Conference notes that the Bectu's members portal is incomplete.

Conference instructs the SEC to ensure that the following updates are delivered to the members portal:

1. A complete upload of all guides, agendas and decisions taken in previous Bectu conferences and Prospect national conferences in the Documents Library section;
2. An updated and easily accessible list of all current and retired Bectu branches, including a clear description of what they are and who they represent, a list of their respective active committee members, and their respective branch emails;
3. An updated and easily accessible list of members benefit, including store and services discounts.

POST PRODUCTION AND FACILITIES BRANCH

AP 49/25 Equitable pricing of training courses

This conference instructs the SEC to adopt an equity pricing model for in-house Bectu identity-based trainings. This conference is pleased to note there is a variety of training available to members, and non-members, through the union. This includes training on how to create inclusive and equitable workplaces for marginalised people. However, the current pricing structure for training does not take into account the lived experience of marginalised people. The reduced rate accommodates for the lived experience of the participants taking the training. For example a disabled person would self-select a reduced rate in a disability awareness training.

We ask the SEC to trial this equitable pricing model in 6 months with a commitment to doing it across identity-based training in a year.

INTIMACY COORDINATORS BRANCH

BECTU RULES REVISION AND SECTOR CONFERENCE 2023
PROPOSED ALTERATIONS TO RULES REJECTED BY THE STANDING ORDERS
COMMITTEE

No proposed alterations to rules were rejected by the Standing Orders Committee.

BECTU RULES REVISION AND SECTOR CONFERENCE 2023

PROPOSITIONS REJECTED BY THE STANDING ORDERS COMMITTEE

RP 1/25

Affordable professional indemnity insurance cover for members

That this conference instructs the SEC to pursue the provision of professional indemnity insurance for all members at a similar cost level to that of Public Liability cover.

NORTHWEST FREELANCE BRANCH

SOC's reason for rejection: Existing policy.

RP 2/25

Diversity Data Recording for Public Broadcasters

That this conference instructs the Head of Bectu and the SEC to demand the BBC and Channel 4 rigorously oversee the enforcement of their respective creative diversity policies. As part of this proposal, we suggest withholding a substantial portion of production funding until the required standards are met or a clear justification is provided for non-compliance.

This approach necessitates broadening recruitment to include new candidates and cohorts, aiming to disrupt the cycles of nepotism and favouritism that often exclude underrepresented groups from opportunities in the industry.

Furthermore we demand that the information pertaining to these recruitment practices become publicly available to ensure there is accountability of the steps taken.

And finally, we insist that these measures of open and fair recruitment be applied to all crew members from trainee to executive producer.

These proposals should apply to both in-house and commissioned productions, and all associated key suppliers.

NORTHWEST FREELANCE BRANCH

SOC's reason for rejection: Not Sector Conference business.

RP 3/25

Protesting media workers killed in Gaza

That this conference instructs the Head of Bectu and the SEC to write a letter to the Israeli Ambassador and the Foreign Secretary condemning the targeted assassination of Palestinian journalists killed in Gaza by the Israeli Defence Force. Palestinian journalists should be able to carry out their job without fear of themselves and their families being murdered.

NORTHWEST FREELANCE BRANCH

SOC's reason for rejection: Not Sector Conference business. This is NEC or Prospect National Conference business and should be raised accordingly.

RP 4/25

Transparency on gifts received by staff

In line with policy for staff regarding receiving gifts or benefitting from attendance at industry events, conference instructs the SEC to ensure that all members of staff give a list of any such gifts or events they have attended, invitations received and accepted, over the past 12 months and that an update is given at each SEC meeting so as to ensure full transparency with members.

NORTHWEST FREELANCE BRANCH

SOC's reason for rejection: Existing policy and NEC business.

RP 5/25 Membership engagement

Conference instructs the SEC to create an inter-divisional working group to explore strategies for:

- 1) Engaging members who are in holding branches or in branches without an active committee.
- 2) Activating branches without an active committee.

Many members are in such branches, depriving them of the full benefits of being part of an active branch and excluding them from the union's democratic processes. The working group would seek to address this. Each division will nominate a rep and their sub who will be part of the working group. They will report back to the SEC within a year from the creation of the working group.

LONDON LIVE EVENTS NETWORK

SOC's reason for rejection: Already in progress as this is Policy from 2023 Sector Conference.

RP 6/25 Evaluation of significant tenders and projects concerning our sector ascertaining value for money

Conference instructs the SEC to form an advisory Evaluation Panel to ascertain if proposed solutions and suppliers represent good value for money.

Bectu is a uniquely broad church with a highly diverse and skilled membership with an incredible amount of diverse experience and expertise. In the event of a large scale project concerning our sector and representing significant investment the SEC will call for members in relevant fields to form a working group to evaluate and report on proposals, in strict confidence, with the aim to inform the union if they represent:

1. A good deal in terms of value for money.
2. The going market rate and therefore a viable option.
3. Poor value, and as such should be avoided.

Notes and qualifying context can also be added to these reports to help decision makers make an informed and astute choice.

Utilising the varied and specialised knowledge of our membership in this manner will aid our union to get the most out the money spent and by extension allow us to better serve our members and provide even more value for our subscriptions. Avoiding poor investments maximises a reassuring efficacy that appeals to both current and prospective members.

LONDON LIVE EVENTS NETWORK

SOC's reason for rejection: Intention of the proposition is obscure.

RP 7/25 Labour movement for peace

That this conference instructs the SEC to do the following:

- Endorse the RMT's 2024 Annual General Meeting outcome which calls for trade unions and peace organisations to convene a labour and peace movement summit to work out the basis of a new foreign policy with the promotion of peace and social justice at its heart;

- Work with relevant organisations such as the National Film and Television Charity to survey and establish the breadth of impact the genocide in Gaza (and other world conflict events) has had on the work environment and on workers in the creative and entertainment sectors, especially those of Black, Asian and Minoritised Ethnicity backgrounds.

CHANNEL FOUR BRANCH

SOC's reason for rejection: This is not Sector Conference business and outside the objectives of the Union.

RP 8/25 Solidarity with Palestinian cultural organisations

That this Conference recognises that since the onset of the war in Gaza nearly 200 sites of cultural significance have been destroyed. This includes a wide variety of important archaeological sites, galleries and museums, two museums have been totally levelled, The Rafah museum and the Al Qarara Museum.

Conference recognises that this disregard for the destruction of Palestinian Cultural heritage both diminishes Palestinian claims to statehood and denies Palestinians their fundamental right to access and to preserve their own heritage and stands in violation of the 1954 Hague convention for the protection of cultural property in the event of armed conflict, agreed to by both Palestinians and Israelis.

Conference instructs the Sector Executive Committee to;

Using all public channels to send a message from BECTU and its members expressing solidarity with the people of Gaza and the people who work and safeguard these institutions.

For BECTU to campaign and lobby the UK government to recognise these acts of Cultural genocide and urge it to use legal frameworks to minimise destruction and help in the reconstruction of these institutions.

ART TECHNICIANS BRANCH

SOC's reason for rejection: This is not Sector business, it is NEC or Prospect business.

RP 9/25

That this conference request an adequate explanation from the BBC as to why they do not collect data on how many staff, who are subjected to disciplinary procedures and find themselves complainants in tribunals, would be covered by the Equalities Act. This became evident as a result of a freedom of information request. As the UK's largest public service broadcaster, the BBC has a responsibility to set the highest of standards for diversity and inclusion.

While figures may show the corporation's recruitment policies and practices indicate fairness in those processes, they do not give insight into its day to day culture, the effectiveness of its policies, and how those policies are managed.

The BBC Scotland branch are concerned that a disproportionate number of staff covered by the Equalities Act are experiencing difficulties in the workplace as a result of their protected status, inadequate support in their role, and finding themselves involved in disciplinary processes and, potentially, tribunals.

Without this data, the BBC cannot know if their policies on managing disabled staff and others covered by the EA are fair and equitable.

Without this data, the BBC cannot measure the success or otherwise of its diversity and inclusion policies, and how effectively they are being managed within departments. Without this data, and without knowing the weak points in those policies, the BBC cannot take informed steps to improve existing policies, to remove barriers within the workplace, and to encourage a genuinely inclusive culture.

Without this data, the BBC may be subjecting staff covered by the EA to higher levels of stress than others.

Without this data the BBC cannot ensure that staff are not subjected to disciplinary procedures and tribunals before they have been given the support they need and deserve. Without this data the BBC may be, unwittingly, discriminating against staff covered by the EA.

The BBC Scotland branch propose that BECTU approach the BBC to encourage them to collect and study this data, and work with the BBC to ensure members and all staff benefit from informed improvements to policies and working practices within the corporation.

BBC SCOTLAND BRANCH

SOC's reason for rejection: This is not Sector business, this is BBC Divisional Business.

RP 10/25

That this conference ask for data on how the BBC monitors its own performance in implementing its policies.

Do those policies be acted on in an efficient and timely manner?

How accountable is the BBC for failings in policies and their implementation.

What are the consequences for the BBC in failing to comply with its own policies?

The BBC Scotland branch propose that, with the knowledge received from the requested data, BECTU work with the BBC to ensure agreed policies are adhered to and implemented, within the timescales specified in those policies, and that staff are not subjected to unreasonable.

BBC SCOTLAND BRANCH

SOC's reason for rejection: This is not Sector business, this is BBC Divisional Business.

RP 11/25 Tax Credits for Unscripted TV

In 2023, Conference voted to declare an emergency in the freelance TV community after a slowdown in commissioning, especially in Unscripted television. Two years later and freelancers are still struggling to get by, with many leaving or no longer working full-time in the sector. We therefore call upon Government to support productions, and therefore workers in Unscripted genres as is the case in HETV & Film and Children's programmes.

Conference instructs Bectu to lobby the Department for Culture, Media and Sport to extend the television tax credits to include all unscripted genres. This part of the industry has been experiencing what can only be described as a crisis over the last two years as the media landscape has changed.

All commercial broadcasters have experienced a downturn in advertising revenue, streamers have found many households cutting back on subscriptions due to the cost-of-living crisis, and BBC funding was frozen during a time of high inflation. This has led to a reduction in funding available for unscripted programming and therefore a shrinkage of budgets leaving production companies either unable to produce programmes for the money available or forced to seek additional sources of funding.

The high-end TV sector, animation, film and TV drama sectors of the industry have all long benefited from tax credits available to programmes which meet the cultural test requirements set by the BFI. We ask that Bectu lobby the government to extend the tax credit programme to include Unscripted TV at all levels (currently only unscripted programmes over £1M per episode qualify). The majority of UK unscripted programming will not meet this high bar.

Such an extension of the tax credit would, we believe, reinvigorate the industry, enabling the many freelancers who are members of Bectu to sustain their careers. In the last 2 years there has been an unprecedented 'brain drain' from the industry, particularly affecting those from underrepresented groups due to the lack of work caused by the crisis. This cannot be allowed to continue.

UNSCRIPTED BRANCH

SOC's reason for rejection: There is no clear instruction on what the Proposition is asking the SEC to do.

RP 12/25 Freelancer Holiday Pay Rate

That this conference instructs Bectu to lobby HMRC to clarify its guidance around the rate used to calculate holiday pay for all workers and for Bectu to publish easy to digest guidance for freelancers on requesting the correct holiday pay amount.

Due to the often short-term contract nature of the creative industries many workers (including both PAYE and Sch D/Sole Trader freelancers) who are entitled to paid holiday are often unable to take it during their short contracts and therefore receive a payment in lieu of holiday either during or at the end of their contract. Bectu has long advised that this should be paid at 12.07% of the worker's rate whilst the wider industry have been paying a rate of 10.77% supported by PACT.

In 2024 HMRC issued guidance around holiday pay for part year and irregular hours workers stating a rate of 12.07% for holiday pay should apply. PACT and many TV companies including some of the major independent production companies have issued advice stating that 10.77% still applies to workers who are not part year or irregular hours workers. This is the first time that HMRC have published any figure for holiday pay and we believe it is the rate that should be applied to all workers. Many freelancers are finding that their request for the 12.07% figure to be paid is being rejected and often despite interventions from Bectu branch organisers this is upheld by the companies concerned.

Bectu believes it would be unlawful for companies to pay different holiday pay rates to different types of workers. Therefore, a simple update to the relevant page on the HMRC website stating that 12.07% is the correct rate for all workers would enable freelancers to request this rate with confidence. Additionally, issuing easy to understand guidance on the Bectu website would assist freelancers immediately to argue for the correct rate of 12.07% to be applied.

UNSCRIPTED BRANCH

SOC's reason for rejection: The proposition has confusing wording, unclear instruction and incorrect statements.

RP 13/25 Electing the Head of Bectu

This Conference expresses a wish for the Bectu Sector to be able to democratically elect its own head and instructs the SEC to forward this to the National Executive Committee.

WRITERS PRODUCERS AND DIRECTORS BRANCH

SOC's reason for rejection: This is not Sector Conference business, this is NEC business under Prospect rule.

RP 14/25 Reporting Sector Spending to Bectu Sector Executive Committee

1Under Section Finance 6.5 (1) there is reference to SEC expenditure. Conference is asked to ensure that the budget and breakdown of the spend across the sector are presented to the SEC quarterly for their scrutiny and approval.

WRITERS PRODUCERS AND DIRECTORS BRANCH

SOC's reason for rejection: This is not Sector Conference business, Prospect rule book.

RP 15/25 Funding for branch activities

Under Sector rule 6.5 (b) there is provision for specific funds for Branches for the day to day running of Union activities. Conference is asked to confirm the existence of these funds and to indicate the amount. If there is no set limit, Conference is asked to request a minimum of £6k per annum to be accounted for properly at the end of the financial year.

WRITERS PRODUCERS AND DIRECTORS BRANCH

SOC's reason for rejection: There is no such rule within Bectu rule book, this is Prospect Rule book.

RP 16/25 Concerns Funding access to key TV and film festivals

3Conference ask Bectu staff, with the aid of members, to develop a fund for freelancers which helps subsidise the cost of travel and accommodation to attend key TV and Film Festivals and events where ideas can be pitched and contacts made. The number of bursaries and conditions to be determined by a working group of Bectu staff and members.

WRITERS PRODUCERS AND DIRECTORS BRANCH

SOC's reason for rejection: This is not Sector Business and incorrect instructions.

RP 17/25 Work Life Balance, Travel Time and The Right To Switch Off

That this conference supports fair working hours and protecting fashion creatives from burnout. Conference notes the growing concern over excessive and unnecessary working hours within the fashion industry, particularly for freelancers and those on short-term contracts. Research across creative sectors has highlighted the damaging impact of long working hours on mental health, productivity, and overall well-being.

Conference recognises that:

Fashion creatives are often required to be on set or available for extended hours, even when not essential to production. The lack of clear working time guidelines contributes to burnout, financial

instability, and an unhealthy work culture. Other industries have successfully introduced 'Right to Switch Off' policies, ensuring workers are not expected to engage in work-related communication outside of agreed hours.

Many fashion creatives are required to transport essential kit to set, often travelling long distances with heavy equipment, yet this travel time is rarely billable.

Conference instructs the SEC to:

1. Develop guidelines for fair working hours, advocating for structured and reasonable call times, wrap times, and unpaid waiting periods.
2. Explore a Right to Switch Off policy for freelancers, ensuring that work-related communication expectations are clear and do not create undue pressure outside contracted hours.
3. Recognise that travel time for those transporting essential kit to set should be billable and work with industry stakeholders to implement fair compensation for this additional labour.
4. Engage with brands, production companies, and agencies to introduce best practices that support work-life balance and fair working conditions in fashion.

By addressing these issues, we can create a more sustainable and supportive working environment for all fashion creatives.

FASHION UK BRANCH

SOC's reason for rejection: This is Divisional/Branch Business

RP 18/25 Protecting Intellectual Property and Ending Unpaid Creative Work

Conference notes the widespread exploitation of fashion creatives, particularly through the expectation of unpaid work such as mood boards, pitch decks, and concept development. Many creatives are asked to provide detailed creative ideas as part of job applications or speculative work, only to see their ideas used without compensation or credit. This practice devalues creative labour and undermines professional standards in the industry.

Additionally, the theft of intellectual property—where designs, concepts, and creative work are used without proper payment or acknowledgment—continues to harm fashion professionals, reducing opportunities for fair compensation and recognition.

Conference instructs the SEC to:

Advocate for clearer industry-wide guidelines that protect intellectual property rights and prevent companies from misusing unpaid creative work.

Campaign for mandatory compensation for creative pitches, mood boards, and concept development, ensuring that professionals are paid for their expertise and time.

Work with industry bodies, including the British Fashion Council, to establish ethical hiring practices that prohibit the use of unpaid creative labour.

Raise awareness among members about their rights regarding intellectual property, contracts, and fair compensation.

By addressing these exploitative practices, we can ensure that fashion creatives receive the recognition and pay they deserve for their work.

FASHION UK BRANCH

SOC's reason for rejection: This is Divisional/Branch Business

RP 19/25 Establishing Direct Links Between Bectu SEC and Major Technology Companies

Conference recognises that technology plays an essential role in the work of fashion creatives, freelancers, and other industry professionals. Platforms owned by companies such as Meta and Google are crucial for business operations, networking, portfolio management, and client communication. However, when technical issues arise whether account suspensions, hacking, algorithm changes, or access restrictions freelancers and small businesses often face prolonged periods of disruption with no clear route to resolution. This is a particular issue for Fashion Creatives who are forced to use Meta and platforms as a portfolio platform with many engagers asking for an Instagram handle whilst in initial discussions.

Conference further notes that large organisations with thousands of employees typically have designated points of contact within major technology firms, allowing them to escalate and resolve issues efficiently. Freelancers and small creative businesses, however, lack the same access, leaving them vulnerable to technological failures that can blindside their entire business and livelihood.

Conference instructs the Bectu Sector of Prospect to:

Engage with major technology companies such as Meta, Google, and other key digital platforms to establish a direct line of communication for industry professionals facing urgent issues that impact their ability to work.

Advocate for dedicated freelancer and creative industry support within these technology companies, ensuring that essential users have access to timely resolutions for critical platform-related issues.

Develop guidance and resources to help freelancers navigate technological challenges, including best practices for securing accounts, protecting intellectual property online, and avoiding unnecessary business disruptions.

Push for transparency and accountability from tech platforms regarding algorithm changes, content moderation, and account restrictions that disproportionately affect creative professionals.

Explore partnerships with digital rights organisations to ensure that freelancers have a collective voice when addressing technology-related challenges within the industry.

By securing better access and clearer escalation routes with major technology providers, we can help protect the livelihoods of fashion creatives and other freelancers who rely on these platforms to sustain their work.

FASHION UK BRANCH

SOC's reason for rejection: This is not Sector Conference Business this is Prospect Business.

RP 20/25 Including 'Fashion' in existing Bectu agreements

Fashion UK instructs conference to include Fashion in any existing employer agreements where crossovers may occur so that those in Fashion UK can benefit from any other existing protections in place for Bectu members. e.g include in PACT where relevant.

FASHION UK BRANCH

SOC's reason for rejection: This is not Sector Conference Business. Divisional Business which is where the agreements are negotiated.

RP 21/25 Protecting and Boosting the UK Fashion Creative Sector

That this conference acknowledges the vital role that fashion creatives play in the UK's cultural and economic landscape. The fashion industry, encompassing designers, stylists, photographers, makeup artists, and other creatives, has faced increasing challenges in recent years, exacerbated by economic pressures, shifting market trends, and the growing dominance of digital platforms.

This conference recognises the need to build stronger alliances within the UK fashion industry to protect and enhance the livelihoods of fashion creatives, ensuring their work continues to reflect the diversity and creativity that defines British fashion.

In light of these challenges, this conference instructs the Bectu Sector of Prospect to:

1. Develop and strengthen alliances with key fashion organisations, such as the British Fashion Council (BFC) and the British Beauty Council (BBC), to advocate for the protection and promotion of fashion creatives.
2. Work with these organisations to ensure that fashion creatives receive proper recognition, fair remuneration, and opportunities for career development in both traditional and digital platforms.
3. Create proposals to ensure that the working conditions for fashion creatives both in-house and freelance are safe, fair, and sustainable, focusing on issues like pay, job security, and professional development.
4. Advocate for policies that support the training, well-being, and growth of fashion creatives, particularly in the context of evolving industry demands such as sustainability and digital innovation.
5. Promote the UK fashion industry as a global leader, ensuring that the contributions of fashion creatives are recognised within the broader creative industries.
6. Work towards a unified approach that ensures the needs of fashion creatives are heard in the policymaking process, securing their place in the future of UK fashion.

This conference seeks to create a more robust, resilient, and sustainable future for fashion creatives in the UK by working together with key stakeholders, advocating for better policies, and ensuring fair opportunities for all.

FASHION UK BRANCH

SOC's reason for rejection: This is not Sector business it is Divisional business.

RP 22/25

That this conference ... notes that the union movement is in a revival phase, with recent attempts to organise previously non-organised and unrecognised workplaces garnering more support and media coverage. For many years in both the USA and UK, workers in places such as Amazon, Starbucks and Uber have gathered together to organise and fight for their rights for a recognised union. Despite extremely hostile attitudes of employers such as Amazon, union membership has grown to the point where the GMB was only narrowly defeated in their recognition ballot. We believe that even if a fraction of such organising efforts were applied and used by the BECTU sector of Prospect Union, BECTU membership would increase dramatically and we would thrive.

Therefore, this Conference instructs the SEC to create and launch a new 'organising unit' in 2025 with the express purpose of increasing the membership of the BECTU sector within Prospect Union, in both recognised and non-recognised workplaces.

Additionally, Conference instructs the SEC to launch an organising campaign in 2025 with the express purpose of increasing the membership of the BECTU sector within Prospect Union, in both recognised and non-recognised workplaces.

Organisers in the newly created organising unit will be paid officials and must specialise in organising workers, with the aim being that the organising model in a workplace is self-replicating i.e. organisers should identify leaders in workplaces and train them up to create new branches that will have organiser volunteers and so a virtuous, self-sustaining cycle is created. Organising officials and organising volunteers SHOULD NOT engage in activities other than recruitment and organisation, as this detracts the focus from organising and a split in focus detracts from the aims and purposes of the role.

To summarise:

BECTU launch a new organising unit in 2025

BECTU launch an organising campaign in 2025

This organising unit works with members to increase union density in their workplaces, to increase density to the 50% threshold needed for a recognition agreement

In workplaces which already have a recognition agreement in place, the organising unit work with members to identify new leaders and train them up to replicate this organising model in their workplaces

Organisers WILL ONLY engage in recruitment.

BBC WORLD SERVICE BRANCH

SOC's reason for rejection: This is not Sector business, the NEC is responsible for staffing and a National Organising Unit has already/in the process of being set up.