



Stop The Far Right – Together Against Hate

National Executive
Council Statement
to 2025 ADM



This NEC Statement sets out the Union's commitment to tackling racism, traces the history of the Movement's resistance to racism and the far right, and highlights why recent events have meant this task has taken on a new urgency.

The racist attacks on mosques and hotels housing migrants and refugees last summer represented the largest outbreak of far right rioting and disorder in the post-war period.

Whilst the riots targeted people of colour, asylum seekers and businesses owned by migrant people, the far right's targets go beyond this to include LGBT+ people, trans people in particular, Jewish people and refugees.

The growth in extremist hate can only be understood within the wider context of the mainstreaming of far right ideas and language that has resulted in their re-emergence across Europe. In the UK, the racist riots in the summer of 2024 took place against a backdrop of more than a decade of Tory rule that oversaw the creation of the hostile environment, the routine detention, deportation and criminalisation of asylum seekers and the adoption of racist narratives in mainstream politics and the media.

Usdaw recognises that the far right targets its hate at specific groups including; black and minority ethnic communities, religious minorities, migrants and refugees, LGBT+ people, women and trade unionists.

This statement makes clear the Union's mission, in line with our core value of equality, of standing together in solidarity with all workers and opposing all forms of hate without exception.

General Secretary's Foreword



The Trade Union Movement is built on our values of unity, equality and solidarity. Our core mission has always been to bring workers together, to organise in our workplaces and in our communities to deliver a fairer, more equal society.

For this reason, throughout history, unions have been at the forefront of the struggle against racism and the far right. We seek both to represent the interests of all workers and to resist the attempts of the far right to sow division and hatred and to divide working people and so, resisting the far right is part of the Trade Union Movement's core mission.

In the 1980s, trade unions played a pivotal role in calling for an end to the Apartheid regime in South Africa and in the 1930s, workers united to stop Oswald Moseley's Blackshirts marching through the East End during the Battle of Cable Street. Whilst this work has always been central to everything we stand for, over the last 12 months it has taken on a new urgency.

Far right extremism and racism is on the rise, in our workplaces, in our communities, and online. The far right is in power in Hungary, Poland, Turkey, Brazil and Colombia – and influential elsewhere. Far right ideas have become part of the political mainstream; narratives of division, hate and blame have driven an upsurge in racism and this represents a significant challenge to all of us who believe in equality and justice.

The summer of 2024 saw the largest outbreak of racist rioting in the UK for more than a decade. Following a horrific attack in Southport in which three young girls were murdered and many were injured, heightened emotions and grief were exploited by the far right through the rapid spread of misinformation.

As this NEC Statement makes clear, the values of the far right and the core principles of trade unions are irreconcilably opposed. We have always understood that racism is an attempt to divide workers and that in the fight against hate and injustice, we win by standing together.

Our challenge now is to draw on this history of resistance to racism and fascism and remember the core message at the heart of the work we do – unity and justice for all workers.

A handwritten signature in blue ink that reads "Paddy Lillis". The signature is written in a cursive, flowing style.

Paddy Lillis
General Secretary

Section One – Summer of Riots

The racist riots of 2024 did not come out of nowhere. Over the last 14 years a succession of Tory Governments had deliberately stoked anti-migrant sentiment and demonised migrants, trans people and others.

Refugees and asylum seekers were likened to a swarm. The hugely controversial and ultimately failed policy and slogan 'Stop the Boats' became a rallying cry for far right attacks on mosques and immigration hostels. A banner emblazoned with the slogan, used by the then Prime Minister Rishi Sunak during a press conference in 2023, was seen in front of a hotel housing asylum seekers during violent unrest in Hull in August last year.

Some senior Tories eventually distanced themselves from the language used by their party saying it had undoubtedly been hijacked by extremists. Speaking shortly after the racist riots, the Tory peer Baroness Warsi urged her Tory colleagues to 'turn off the tap of hate' adding:

"Had my Conservative colleagues been in charge, they'd be ratcheting up the hate rather than dealing with the violence."

Years earlier, Conservative Governments had set in motion the hostile environment, a set of policies designed to restrict access to services and make life much more difficult than it already was for migrants and asylum seekers in the UK.

This led to an increase in immigration raids, which spread fear and divided communities and compelled landlords, doctors and teachers to check people's immigration status. One of the most appalling examples of the hostile environment was the Windrush Scandal. It was revealed that thousands of people, most of whom had spent their entire lives in the UK, were falsely deemed to be illegal immigrants and were stripped of their rights. Others faced deportation from the UK.

The Refugee Council have said that the rhetoric used by the last government and their "*angry talk of invasion*" had contributed to the "*hatred and vilification of refugees*". When some of the world's most vulnerable people become demonised, when we blame refugees for the crisis governments have created, then we lose sight of the fact we are talking about human beings. The language used by politicians and others represents the total dehumanisation of some of the most desperate people on the planet.

As the charity Migrants' Rights Network says:

"Words matter...they carry immense power bringing about policies that have an immense impact on migrants' lives...if society demonises migrants (then) we see the violence committed against them as being justified."

The violence we witnessed on our streets last summer was the result of the deliberate spread of toxic anti-Muslim, anti-migrant, racist narratives. This was fuelled not just by politicians but also by elements of the media and social media.

These destructive forces were then unleashed in our communities and also in our workplaces at a time when working people were already feeling the pressure of a catastrophic cost of living crisis.

Our members have faced a decade and more of attacks on public services, falling living standards, increased casualisation in the labour market and growing inequality in areas such as employment, housing, and overall living standards. These conditions have created widespread insecurity for many communities and have affected workers right across the economy whether Black, brown or white.

It is an uncomfortable truth that in this climate some working people, including trade union members, will have looked to the far right to offer solutions to the problems they saw around them.

Unions have a vital role to play in challenging far right ideology and their narratives of hate and blame. We are among the few organisations with the resources, campaigning knowledge and organisational reach to counter the far right in the workplace and through co-operation with wider community and social movements.

We must also make the case for a wider understanding of structural racism to help counter the view that migrants and Black workers are a burden on the UK economy, taking decent jobs away from others. In reality, discrimination in the labour market means that Black workers are very often in the lowest paid, most precarious forms of work and have been at the sharp end of widening inequality.

This is reflected in Usdaw's own research, with our most recent Cost of Living Survey showing that Black members in Usdaw are even more likely to struggle to pay bills and keep up with mortgage payments and to have to skip meals to make ends meet.

Our research has shown that 9% of white members are regularly missing meals to be able to pay household bills, rising to 16% of Black workers; 14% of white members are struggling to pay fuel bills, but this rises to 26% of Black members.

That is why Labour's New Deal for Working People is so vital. It will deliver decent work and good jobs for millions of working people, which will in turn help us combat racism in the workplace and on the streets. You can find out more about Labour's plans to transform the lives of working people in Section Five of this statement.

Section Two – Who are the Far Right and what do they stand for?

When we talk about the far right we're not talking about one individual or group. The far right are made up of political parties, fascist and neo-Nazi groups, populist figures and extremists.

Some have a political agenda, others use violence and intimidation, but while elements of the far right operate differently, what they share is a nationalist, anti-migrant, anti-'woke', anti-working class, anti-trade union agenda. They view the sort of work that trade unions do to improve workers' rights and equality as a threat to that agenda.

Far right movements attack and divide communities along race and religious identities and pit groups of people against each other. This is often combined with social views and policies that also oppose feminism, LGBT+ rights and rights for disabled people.

They exploit issues and political failures to blame and scapegoat migrants, including asylum seekers and other minority groups, for failing public services, low wages, overcrowded schools, housing shortages and lack of decent jobs.

Far Right Politics and the Rise of Reform UK

The last 14 years of Tory Government dragged politics to the right. Tory Prime Ministers and senior politicians adopted ever more hardline anti-immigrant policies to create a hostile environment for people coming to the UK and space for far right politics to thrive.

Far right parties, like the British National Party (BNP), the UK Independence Party (UKIP) and the Brexit Party, sought election by appealing to euroscepticism and opposition to immigration. They drove a wedge between working class people by placing blame on Muslims, migrants and refugees for crumbling public services and the loss of industries and jobs.

Nigel Farage's Reform UK (a rebranded Brexit Party) are the latest party to draw from this playbook. During the 2024 General Election, Reform targeted seats in constituencies that have borne the brunt of Tory austerity and the cost of living crisis. They sought support among communities who felt let down and left behind by political failures. They claimed to offer simple answers to complex issues they do not have to deliver on.



In July 2024, Reform gained five MPs in the House of Commons and the highest platform for their divisive and damaging views. Over the last 20 years we have seen far right political parties gain seats in local council and European elections, but they have not entered Westminster on this scale.

Reform received 14.3% of the vote share with 4.1 million people voting for them. Reform also came second in 98 seats, with support concentrated in the North of England and Wales among communities who have been at the sharp end of austerity and neglect.

While the majority of their support came from former Tory voters, they also convinced traditional Labour voters, including many trade unionists, to vote for them.

This is concerning as Reform are no friend to working people. All five Reform MPs voted against the Employment Rights Bill, and their policies call for cuts to public services, lower corporation tax for big business, and tax relief for private healthcare and private schools.

Follow the Money

The far right often present themselves in opposition to the political and social elites, as standing up for the 'ordinary working people'. The reality is they are part of the system - not against it. Many are wealthy and influential people, who receive funding from large corporations and business with an agenda of self-interest.

Reform claims to be an anti-establishment party but their leadership and pro-corporate politics proves otherwise. Nigel Farage is a millionaire and former stockbroker placing him far away from the working class communities he proposes to support.

Far Right Street Movements

The actions and language used by politicians, both in the UK and further afield, has emboldened and legitimised far right groups spreading fear, hate and division.

A recent UN report highlighted that the UK must act to curb the use of racist hate speech by politicians and other high profile figures saying *"there is a direct link between what the politicians and public figures say and what happens afterwards."*

While far right parties aim to shift the political agenda, far right groups use tactics of violence, intimidation and abuse to target migrants and other minority groups in the streets, their homes and places of worship. Their tactics may be different, but far right parties and far right groups are two sides of the same coin, supported and emboldened by each other.

The current wave of far right street groups began to establish themselves around the time Tommy Robinson, real name Stephen Yaxley Lennon, set up the English Defence League (EDL) in 2009. The EDL held numerous anti-Muslim protest marches in UK cities, which often ended in violence against counter-protesters and ordinary Muslims walking in the street. They were followed by the fascist group, Britain First, set up in 2011 who operate by inciting racial hatred online, attacking mosques, and holding deliberately confrontational, aggressive and violent protests.

Today, we cannot ignore that Reform's platform appeals strongly to the minority engaged in the street violence and thuggery that came to a head last summer. At a huge far right rally in London in August 2024, attended by an estimated 20,000-30,000 people, Tommy Robinson drew cheers from the crowd when he asked who voted for Reform. While Reform may try to distance themselves publicly from the likes of Tommy Robinson, their language and policies continue to fuel the atmosphere of division and hatred that leads to violence on our streets. The most recent surge in extreme right-wing activity has led to an alarming level of racist, Islamophobic and anti-Semitic hate crime, as well as huge increases in attacks on trans people, LGBT+ people, disabled people and women.

The number of hate crimes recorded each year by the police in England and Wales has more than tripled since the year ending March 2013. The overwhelming majority are race hate crimes which make up almost three-quarters of all offences reported. Religious hate crime increased by almost 25% from last year, driven by a rise in attacks targeting Jewish and Muslim people.

Last year also saw a record number of far right activists convicted of terror offences, reflecting the growing extremism among some elements of the far right and the availability of far right propaganda online.

How Far Right Ideas Spread – The Role of the Media and Social Media

The role of media and social media in the spread of far right ideology cannot be ignored.

Across our newspapers, TV channels, radio stations and online platforms a handful of media moguls and companies dominate how people access and engage with content online. Just three companies own 90% of national newspapers. Similarly, two-thirds of the top 15 social media platforms are owned by Meta, Google and X.

This is important, because instead of diversifying news, this concentrated ownership narrows debate, by deciding what stories are covered and the way information is shared.

For example, during the 2024 General Election, Nigel Farage and Reform UK were disproportionately likely to be quoted in the press compared to other parties. Reform made up 10% of overall press quotations compared to just 2% for the Lib Dems, and less than 1% for the Green Party, SNP and Plaid Cymru combined. This volume of coverage further normalises right-wing arguments on immigration and the economy.

On social media, algorithms decide what we see and do not see. These algorithms have been found to drown out left-wing, democratic and trade union content, and push forward far right ideas.

While migrants and Muslim communities are at the sharp end of far right attacks online, misogyny and transphobia have become a gateway where online algorithms expose people to increasingly extremist, racist and Islamophobic content.

Andrew Tate, a misogynist influencer, is just one of those figures who has been identified by organisations tackling the far right as someone who is providing young people, and young men in particular, with a pathway into hate.

Far right groups and individuals, who were previously more fragmented, have been effectively networking for years. They use online forums and communication platforms, such as the social media app Telegram, to share far right propaganda, organise and spread information about planned far right activity and riots.

The Union and Labour Movement need to get much better at using these tools to counter misinformation and organise effectively against far right activity. At the same time, we must call for more action to moderate extremist content and hate speech.

Section Three – Setting the Record Straight

The Trade Union Movement is based on the principle that everyone should be treated fairly and with respect at work.

We all deserve decent pay, a safe workplace and protection from abuse and exploitation at work, regardless of what country we are from, whether we were born in the UK or have travelled from abroad to make a home here.

Migrants are, and always have been, a vital part of our workforce and Labour Movement, currently making up around a fifth of the UK's workforce. Yet despite their positive contribution to the UK economy and society, migrants including refugees, are amongst the most exploited groups of workers in the UK. They are over-represented in low paid and insecure sectors like social care and agriculture, have fewer protections at work, are subject to extensive surveillance and their rights and movements are severely restricted.

This section sets out the facts. It outlines what it means to be a migrant, including a person seeking asylum and the restrictions they endure, both in terms of the work they are permitted to do and the social security benefits they can claim.

Why Do People Come to the UK?

There are many reasons why people leave the countries in which they are born. Often it is because it is too dangerous for people to stay.

For example, people flee from violence, war, hunger, extreme poverty or from persecution because of their sexual orientation, gender identity, religious or political beliefs or from the consequences of climate change or other environmental disasters. It is not at all unusual for people to face a combination of these difficult circumstances.

People who leave their countries are not always fleeing danger. They might believe they have a better chance of finding work in another country because they have the education or capital to seek opportunities elsewhere. Others might want to join relatives or friends who are already living abroad. Or they might seek to start or finish their education in another country.

Let's not forget that hundreds of thousands of UK born citizens leave their country of birth to start a life elsewhere. According to the Office for National Statistics, in the year ending June 2024, almost half a million people (479,000) left the UK with the intention of settling abroad.

Ten Facts About Migrants Including People Seeking Asylum and Refugees

1. Developing countries, not the UK, look after most of the world's refugees. Almost three-quarters, 72%, of the world's refugees are living in countries neighbouring their country of origin, 41% of displaced people across the world are children.
2. The UK is home to approximately 1% of the 27.1 million refugees forcibly displaced across the world.
3. There is no such thing as an illegal or bogus person seeking asylum. Under international law, anyone has the right to apply for asylum in any country that has signed the 1951 Refugee Convention and to remain there until the authorities have assessed their claim. The 1951 Convention has saved millions of lives. No country has ever withdrawn from it.
4. It is recognised in the 1951 Convention that people fleeing persecution may have to use irregular means in order to escape and claim asylum in another country. There is currently no legal or safe way to travel to the UK for the specific purpose of seeking asylum.
5. The UK asylum system is strictly controlled and complex. It is very difficult for people seeking asylum to provide the evidence required to be granted protection. Despite these challenges, the vast majority of asylum claims are successful. In the year ending June 2022, over three-quarters (76%) of initial decisions resulted in a grant of asylum or other form of protection.
6. Almost all people seeking asylum are not allowed to work and are excluded from almost all social security benefits. They are forced to rely on support in the form of housing and basic living expenses through the Home Office. This means that the majority of people seeking asylum in the UK end up living on £6.43 per day to cover almost all their needs, including food, clothing, transport and medicine. This places them more than 70% below the poverty line. Housing is provided, but people have no choice over where they live and are often housed in hard to let or abandoned properties, including disused army barracks and other forms of communal accommodation in a state of disrepair.
7. Seasonal and domestic migrant workers can only stay and work for six months, after which they must leave, regardless of their situation.
8. Students from overseas are only allowed to work for 20 hours per week.

9. Other migrants are entitled to work for longer periods, but they must usually meet a specific set of requirements including:

- **Must be sponsored by an employer**

Anyone wishing to come to the UK on a work visa must have a job offer from an employer registered as a licensed employer with the Home Office. Within this system, migrant workers have the right to change sponsors in theory, but in practice it is almost impossible.

This means workers are effectively tied to their employers, as their right to remain in the UK is dependent on being employed by their sponsor. This makes it extremely difficult to exercise your rights at work, to complain or object to abuse for fear of losing your job or to leave or change your job.

- **Earn above a high salary threshold**

To obtain a skilled worker visa there is a requirement that a migrant worker must earn at least £38,700 per year, or the going rate for the type of work they will be doing on arrival in the UK, whichever is higher.

So, for example, a worker's salary is £39,000 per year, but the annual going rate for the job they will be doing is £45,000. They will not meet the usual salary requirements for this visa.

- **Pay huge sums to renew their visa**

Migrants pay huge sums to renew their visa on a long path to settlement, or they risk becoming undocumented.

A migrant on a route to settlement pays at least £2,593 every 2.5 years for a visa application. In some cases, migrants are being charged more than seven times what it actually costs to administer their visa.

Many face additional costs, including legal fees and most are not entitled to access public funds, such as housing benefits. All of this comes on top of the taxes and bills they pay along with everyone else.

Migrant workers also have to pay in order to access NHS services in the form of the Immigration Health Surcharge. In February 2024, the standard rate increased to £1,035 per year, almost double the cost of the previous year (£624). The fact that they already contribute to the NHS through taxes, means migrants have to pay again, and pay this cost upfront.

10. Migrants contribute to public services by paying taxes, which help fund essential services such as healthcare, education, and infrastructure. Research shows that migrants often contribute more in taxes than they receive in public services, providing a net benefit to the economy.

However, statistics do not tell the whole story. They are important, but they do not tell us about what it is really like to up sticks, to leave your home, your family and friends and everything that is familiar, to start your life again in an entirely new country.

Many thousands of Usdaw members have come to the UK to start a new life, to work and to contribute to UK society and to the communities in which they live. Like many members, they describe joining the Union as becoming part of a family, a network of support where we all look out for each other.

"I arrived in the UK 15 years ago with my wife, Christine and two-year old daughter, Hope. I had to flee my home country of Cameroon in Central Africa. We left everything behind, our home, friends and my career. In Cameroon I was the head of a Non-Governmental Organisation. It was a big job. We first arrived in Belfast and then from there to Glasgow where we claimed asylum. We had no choice over where we could live. It took five years for us to receive a decision on my application for asylum. Five years of waiting, not knowing whether I would be allowed to stay in Scotland or be sent home. I can only compare how I felt to how it must feel to be on death row. Had my application failed and we were deported back to Cameroon I sincerely believe I would have been killed.

My son, Enoch, was born in Glasgow soon after we arrived. My wife and I were not allowed to work. We were given a small amount of money to live on from the Home Office. Without my faith I am not sure I would have survived. After five years I was granted asylum and with it the right to remain in the UK and the right to work. I started to work in a local retail store and I've worked there ever since.

Five years after that I had to renew my application and I had to relive the nightmare of not knowing whether I would be allowed to stay and so to live, or sent back to Cameroon to die. This sounds dramatic because it is. That is the truth of the situation.

As soon as I started in my job, I joined Usdaw. Being a part of the Union gave me a strong sense of belonging. It gave me a seat at the table. For so long I had been on the margins, no right to work, unable to properly support my family and experiencing the stigma of being a person seeking asylum, a stigma that leaves scars.

I have now been granted indefinite leave to remain and in April last year I was finally granted British citizenship after taking several tests and paying out over £4,000.

We now feel we belong to Glasgow. Glasgow and Usdaw have become my family. I am truly a part of my community. I am a Minister and I am proud to share my story. If it helps to give hope and strength to just one other person, then everything I have been through is worth it."

Serge
Retail Worker, Scotland

Section Four – Together Against Hate

For decades, trade unions have been at the forefront of anti-racist and anti-fascist activity. In the UK, this reaches back to the 1930s and the battles fought against Moseley's Blackshirts, and takes us forward to putting down the National Front in the 1970s and 1980s, and defeating the racist British National Party in the 1990s.

Whilst there is no doubt we are currently facing a serious challenge from the far right, the Trade Union Movement has faced battles on this scale before and won. We can learn from our history.

A Little Bit of History

The Battle of Cable Street

In 1936, workers including dockers, railway workers and Irish and Jewish migrants, united to stop Oswald Moseley's Blackshirts marching through the East End into the heart of the Jewish community during the Battle of Cable Street.

Moseley, the head of the British Union of Fascists (BUF), very much admired and modelled himself on the Italian fascist dictator, Mussolini. Moseley created a new, sinister organisation, the Blackshirts, a semi-military group of around 15,000 thugs.

When Moseley announced the march, the Jewish People's Council presented a petition of 100,000 names to urge the Home Secretary to ban the march, but the BUF had the support of the press and police, and with the Daily Mail running headlines in the 1930s, such as Hurrah for the Blackshirts, the Government failed to ban the march, and the people of the East End set about organising to defend themselves to great effect.

On Sunday, 4 October, thousands of anti-fascists gathered in the East End and began to construct barricades to prevent the fascists marching into the community. They were ready for them, and they stopped the Blackshirts in their tracks.

Let's not forget that thousands of trade unionists died resisting the Nazis in Germany and across occupied Europe. Thousands more joined the International Brigades to fight Franco's fascist armies in Spain, many other battles against the far right and neo-Nazi's have since been fought and won.



The Anti-Nazi League

In the 1970s, with memories of the Second World War still alive, particularly among older workers, trade unionists understood the significance of their Movement's anti-fascist history in the fight against the far right in their own time, then represented in Britain by the National Front (NF).

As before, trade unions successfully fought the NF by forming a broad coalition with community self-defence groups (Jewish, Black, and Asian), migrant organisations like the Indian Workers Association, women's and lesbian and gay groups, students, and the organised unemployed to form the Anti-Nazi League. Whilst trade union activists played a key role in the Anti-Nazi League, with 50,000 members across some 250 branches, all of these groups contributed to the united front that smashed twentieth century British fascism.

Defeating the British National Party

The British National Party was formed by John Tyndall, co-founder of the National Front, in 1982. It reached its greatest level of success in the 2000s, when it had over 50 seats in local government, one seat on the London Assembly, and two members of the European Parliament. During the 1980s and 1990s, the BNP placed little emphasis on contesting elections, in which it had little interest and even less success. Instead, it focused on street marches and rallies, creating the Combat 18 paramilitary group. As the name suggests, the group was openly Nazi and militant, advocating violence and terrorism. Combat 18 was behind several serious racist attacks and a number of members were involved in terrorism.

In 1999, John Tyndall was driven out by Nick Griffin who sought to broaden the BNP's electoral base by presenting a more moderate image. Nick Griffin, who has a criminal record for inciting racial hatred, realised that he needed to rid the party of its hooligan stereotype. This led to them winning seats in elections throughout the 2000s. Hundreds of anti-racists, trade unionists, Labour supporters and local community groups mobilised in response. They organised a successful campaign involving daily leafleting of estates and workplaces to expose the truth behind the BNP lies.



The BNP were defeated by the hard work and persistence of thousands of working people in local communities and workplaces. By 2014, the BNP had lost all but two of their seats, losing their last elected district councillor in 2018.

What history tells us is that we can stop the far right again by uniting working people. Let's face it, that is what trade unions are good at. We are good at bringing people together, building friendships and community, and breaking down hatred and division.

We have seen that when we mobilise the strength of the Trade Union Movement's six million members and join forces with other progressive, anti-fascist, anti-racist and community organisations we can win the fight against racism and discrimination.

In all of these struggles, trade unionists understand that racism is an attempt by the powerful who do not share our interests, to divide workers, to pit us against one another and to blame migrants and others for their own failures.

So let's draw on our history of resistance to racism and fascism and put into action the core message at the heart of what our Movement stands for: unity and justice for all workers - regardless of race, nationality, religious belief, sex, sexuality or disability.



Section Five – Where do we go from here?

The UK is at a crossroads. If the Trade Union and Labour Movement does not act boldly against the threat of the far right, we risk repeats of the violence we saw last summer and far right, populist governments like those in Europe becoming a reality for us in the UK. Any gain for the far right comes at the expense of all working people.

Usdaw is clear that we will not allow the far right to sow the seeds of hatred and division in our workplaces. Working together with anti-racist organisations, we will continue to be a strong unified voice for members and communities on the sharp end of racist attacks and discrimination.

We cannot shy away from difficult conversations, because where we are absent, the far right will continue to fill that space with misinformation. We must counter fear, division and hate by putting forward progressive change, positive action and hope.

The far right are not welcome here. Not in our Union. Not in our workplaces. Not in our communities.

Labour – Tackling Inequality and Promoting Racial Justice

We are already seeing the difference a Labour Government can make. A Government that is committed to working together with trade unions to improve the lives of working people, raise living standards and tackle inequality.

This includes action to dismantle the hostile environment, reset the dial on years of anti-migrant propaganda and root out racial inequalities.

The first few weeks of the new Labour Government signalled a sea change in attitudes to migrant people. Labour have scrapped the cruel and unworkable Rwanda scheme in its entirety, committed to process the asylum claims of thousands of people left in limbo by Tory policy, closed the inhumane and unsafe Bibby Stockholm barge, and opened up a route for Afghan migrants to be united with families they have been separated from.

Labour's landmark Employment Rights Bill will deliver the biggest upgrade to trade union and workers' rights in a decade, as part of their promise to 'Make Work Pay'. Stopping rogue employers from undercutting those who treat their staff properly, while giving workers security, respect and the decency of an income they can live on.

The Government have also committed to bring forward legislation via the draft Equality (Race and Disability) Bill that will enshrine in law the full right to equal pay for ethnic minorities and disabled people and extend pay gap reporting for Black and disabled workers. These improvements will not just transform the lives of members at the sharp end of discrimination and unfair treatment at work, they will improve rights for all low paid workers, cutting away the foothold the far right have to place divisions between working people.

The Union will continue to ensure Usdaw members' voices are heard, and urge the Government to work with the police, community activists, trade unions, educators and charities to introduce an urgent action plan to address the growing threat of the far right across the UK.

Supporting Labour campaigning in communities and seats that are likely to be targeted by Reform in upcoming elections, both locally and nationally, will be vital to counter the impact of far right propaganda. The work to return a Labour Government in 2029 starts now.

Usdaw's Anti-Racist and Equality Work

Amplifying the voices of Black activists, and addressing under-representation of Black members in the Union, continues to be an important part of countering racism and far right narratives.

Our annual Black Members Get-Together brings Black members together each year and is an important space for the Union to hear from Black members about the issues that matter to them, and set the Union's agenda on race equality.

For reps wanting to become more involved, the Breaking Down Barriers Programme, now in its second year, empowers and equips Black reps with the skills and training to become more active and is raising the profile of Black workers in the Union and wider Movement, but we know tackling the far right is the responsibility of all of us, and cannot be left to Black activists alone.

Tackling racism and the far right must be embedded in the core work of the Union, across our organising, political, education, campaigning and negotiating agendas. Supporting reps with the tools they need to highlight and counter the impact of far right narratives at work – engaging members, non-members and employers in our anti-racist message.

Usdaw reps do a vital job every day supporting members who are at the sharp end of far right activity and discrimination, ensuring Usdaw workplaces are safe spaces free from racism and other forms of harassment.

Regional equality forums and equality activists continue to work to organise weekend get-togethers and workshops on tackling racism, supporting disabled and trans members and tackling the far right. This includes holding anti-racist and equality awareness campaign days and raising the Union's profile at anti-racist protests, pride festivals and other community events.

Building a Movement Against The Far Right

Now, more than ever, it isn't enough to just be not racist. We have to be actively anti-racist.

Critical to the fight against the far right will be the visibility of unions in workplaces, campaigning against racism, promoting equality and organising in solidarity. Usdaw reps and equality activists have been campaigning boldly and loudly for decades, but now is the time to scale up our activity.

Our message must be unavoidable in every store, distribution centre, manufacturing site and office to remind the far right that we outnumber them.

This could be as simple as putting up posters, sharing flyers and making information available on noticeboards, or where we can, holding workplace campaign days. Our own campaigns No Room for Racism and Together Against Hate, support Usdaw Reps looking to call out racism and raise awareness of what hate crime is and how to report it. Alongside this, we will continue our support for anti-racist campaigning organisations such as Show Racism the Red Card.

Anti-racist campaigning can also provide a route into union activity for younger workers and those new to union activity who want to get more involved. The fight against the far right is an opportunity to grow our Movement.

Ushaw remains a proud member of Stand Up to Racism, the UK's largest anti-racist alliance, alongside the TUC and other unions. We will continue to mobilise support for the anti-racist movement in the UK and internationally and raise awareness amongst reps and members of the need for unity and solidarity at such a critical time.

We have more in common than what divides us. Solidarity is our strength.



For further information about our
Together Against Hate Campaign visit:
www.usdaw.org.uk/TogetherAgainstHate

Useful Definitions

Refugee:

A refugee is someone who has been forced to flee their home because of war, violence or persecution, often without warning. They are unable to return home unless/until conditions in their home country are safe for them again.

An official body, such as a government or the United Nations Refugee Agency, determines whether a person seeking international protection meets the definition of a refugee.

Those who obtain refugee status are given protections under international laws.

Person Seeking Asylum:

An asylum seeker is a person seeking international protection from dangers in their home country, but whose claim for refugee status has not yet been decided. Until they receive a decision as to whether they are a refugee, they are known as an asylum seeker.

During this time, they do not have the same rights as a refugee, or a British citizen. For example, people seeking asylum are not allowed to work.

It is a legal right for everyone to seek asylum. Although not every asylum seeker will be granted refugee status, this does not make them illegal – it just means they have not been able to meet the very strict criteria to prove their need for protection. No human being is illegal.

Migrant:

A migrant is an umbrella term which does not have a single definition. It usually describes someone who has left their home, either within their country or has crossed borders. Their move can be temporary or permanent and can be for many reasons.

For example, some migrants may feel they have no choice but to leave their homes due to political unrest, poverty or other serious circumstances which may make returning unsafe. Others voluntarily leave for reasons such as education, seasonal work opportunities or to join their families.

Immigrant:

An immigrant has been used to describe someone who has left their home and settled in a new country with the intention of living there permanently. Their reasons for moving vary.

People who wish to settle in a country other than the one in which they are born almost always have to go through a lengthy vetting process.

Many become lawful permanent residents and eventually citizens.

As there are no single definitions of the terms in law, 'immigrant' and 'migrant' are often used interchangeably, although because of the association with illegality in political debate, the term now has negative connotations.

Genuine:

The term 'genuine' asylum seeker/refugee, once exclusively used by the right-wing media, has become more prevalent.

This term has become so common because the UK Government has failed to create safe routes for people seeking asylum so that anyone seeking refuge and protection is now suspected of wrongdoing.

Through the label of 'genuine', the legitimacy of an asylum claim is undermined even before it has been submitted. It is a damaging generalisation that prevents people seeking asylum from being seen as individuals, and instead reduces them to one homogeneous group who are perceived as being innately dishonest.

It also ignores the extremely high threshold the UK Government sets for someone to prove they are deserving of protection and refugee status.

Legal Routes:

The idea of 'legal routes' is often pushed by advocates and opponents of migration, however this concept is problematic. The 'legal route' narrative means that any other route by which someone may arrive in the UK without permission is ultimately illegal by default. There is currently no legal or safe way to travel to the UK for the specific purpose of seeking asylum.

Safe Country:

The 1951 Refugee Convention does not require a person to claim asylum in the first safe country they reach. People trying to cross the Channel can legitimately claim asylum in the UK if they reach it.

Undocumented:

Undocumented means not possessing the relevant documentation to prove one's identity or immigration status. The term undocumented is also used to refer to someone living in the UK whom the government does not consider has the right to remain. This is usually because they do not currently have a valid visa or other form of documentation demonstrating their status or right to live in the UK.

No Recourse to Public Funds (NRPF):

The term NRPF is a condition imposed on someone due to their immigration status. Section 115 of the Immigration and Asylum Act 1999 states that a person will have 'no recourse to public funds' if they are 'subject to immigration control'. This means they cannot receive any benefits or housing from the UK Government.



Head Office
Voyager Building
2 Furness Quay
Salford Quays
Manchester
M50 3XZ

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