

UNISON 2017 National Lesbian, Gay,
Bisexual and Transgender Conference

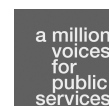
Conference agenda and guide

17 – 19 November 2017

The Brighton Centre

BN1 2GR

#ULGBT17



Welcome

Welcome to UNISON's 2017 national lesbian, gay, bisexual and transgender members conference, particularly to those of you attending for the first time.

We meet at a time of great uncertainty but also of potential for change. UNISON members are under extreme pressure at work and increasing hardship. But there are now clear cracks in the Westminster government's failing austerity policies. As ever, we are up to the challenge! Our work for LGBT equality is more important than ever.

We have a packed programme. The formal debate of motions takes place in plenary sessions, starting on Saturday morning. But the motions are just one part of the conference. There are lots of side meetings and discussion groups starting at 1.30pm on Friday. Have a look at the programme on pages 10-12 for details. There are also plenty of opportunities for informal networking.

When you arrive on Friday afternoon, come to the national LGBT committee's meet and greet session, where you can ask any questions about the conference and pick up local information. The conference enquiry desk is staffed all weekend. People are there to answer your questions, so please don't hesitate if there is anything you want to know.

We are a diverse community and we are not afraid to debate issues on which there are differing views. Strong views are welcome. Disrespectful or offensive contributions or heckling are not tolerated, neither are discriminatory attitudes or behaviour. This applies to conference sessions, all parts of our venue and social events. It is up to all of us to challenge this type of language and behaviour.

We look forward to a positive, productive and enjoyable conference.

Stronger together in UNISON!

CHECKLIST

What to bring with you:










| | Tick |
|---|------|
| This conference guide (which includes final agenda and standing orders) | |
| National LGBT committee annual report | |
| Conference credentials and passport photo | |
| Voting card (delegates only) | |
| Accommodation booking confirmation | |










What to do when you arrive at conference










| | |
|---|--|
| Collect ballot pack from conference enquiry desk (delegates only) | |
| Sign up for the discussion groups on Saturday afternoon (delegates and visitors) | |
| Come to the meet and greet, talk to the national committee and get information on Brighton and social events | |
| Check the programme of events and drop-in sessions on Friday afternoon. Short play on living with dementia showing twice in Room 1B at 2pm and 3pm. | |
| Find your regional meeting – time and room on page 10 of this guide | |
| Find your service group meeting – time and room on page 11 of this guide | |




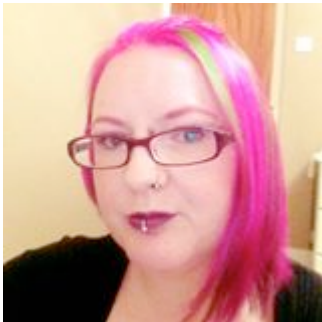

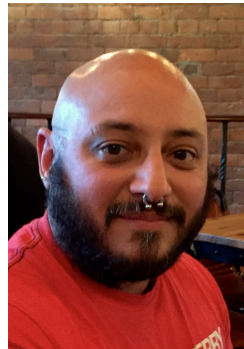

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| | | |
|--|---|---|
| <p>Eastern region</p> <p>Katie Kennington</p>  | <p>East Midlands region</p> <p>Sean Bowler</p>  | <p>East Midlands region</p> <p>Donna Rebouse</p>  |
| <p>Greater London region</p> <p>Deirdre Costigan</p>  | <p>Greater London region</p> <p>Jackie Lewis</p>  | <p>Northern region</p> <p>Carrie Pearson-Loughlin</p>  |
| <p>Northern region</p> <p>Liam Cruickshank</p>  | <p>Northern Ireland region</p> <p>Emmeline Kingsley Grace</p>  | <p>Northern Ireland</p> <p>Martin Mc Connellogue</p>  |

| | | |
|--|--|---|
| <p>North West region</p> <p>Eileen Best</p>  | <p>North West region</p> <p>John McSwiggan</p>  | <p>Scotland</p> <p>Elaine Duffy</p>  |
| <p>Scotland</p> <p>David Calderwood</p>  | <p>South East region</p> <p>Thomas Johnson-Kirkland</p>  | <p>South East Region</p> <p>Lucy Power</p>  |
| <p>South West region</p> <p>Mark Kelly</p>  | <p>South West region (and co-chair)</p> <p>Darienne Flemington</p>  | <p>Cymru / Wales region</p> <p>Richard Tanswell</p>  |

| | | |
|---|---|---|
| <p>Cymru / Wales region</p> <p>Gillian Southby</p>  | <p>West Midlands region</p> <p>Jennie Antonio</p>  | <p>West Midlands region</p> <p>Andy Chaffer</p>  |
| <p>Yorkshire & Humberside region</p> <p>Mike Austin</p>  | <p>Black Caucus</p> <p>Dettie Gould</p>  | <p>Black Caucus</p> <p>Jaden Biggs</p>  |
| <p>Black Caucus</p> <p>Anu Prashar</p>  | <p>Black Caucus</p> <p>Bev Miller</p>  | <p>Disabled Caucus</p> <p>Kaz Williams</p>  |

| | | |
|---|--|--|
| <p>Disabled Caucus</p> <p>Louise Ashworth</p>  | <p>Disabled Caucus</p> <p>Katrina Gilman</p>  | <p>Disabled Caucus</p> <p>Neil Smyth</p>  |
| <p>Bi Caucus</p> <p>Jade Armstrong</p>  | <p>Bi Caucus</p> <p>Natalie Roberts</p>  | <p>Trans Caucus (and co-chair)</p> <p>Dave Merchant</p>  |
| <p>Trans Caucus</p> <p>Emma Procter</p>  | | |

UNISON LGBT conference programme

Friday 17 November

| | | |
|--------------|--|---|
| 1.30 onwards | National LGBT committee members meet and greet delegates as they arrive Drop-in advice on setting up a branch LGBT group Drop in session on organising in private companies Drop in session on digital organising in UNISON | Foyer |
| 1.30 – 2.00 | Involving low paid and part time workers in LGBT self organisation | Syndicate 1 |
| 2.00 - 2.30 | Short play on living with dementia: 1 st showing | Room 1B |
| 2.00 – 2.25 | Disabled LGBT members meeting | Syndicate 2 |
| 2.30 – 2.55 | Transgender members meeting | Syndicate 1 |
| 3.00 – 3.35 | Bisexual members meeting | Syndicate 2 |
| 3.00 – 3.30 | Short play on living with dementia: 2 nd showing | Room 1B |
| 3.40 – 4.10 | Meeting for Labour Link members (for members who pay Labour Link levy) | Syndicate 1 |
| 3.40 – 4.10 | Introduction to conference procedures (repeats Saturday 9.15am) | Auditorium 1 |
| 4.15 – 5.00 | Regional meetings – first session Eastern East Midlands Greater London South East South West West Midlands | Syndicate 3 Auditorium 2 Syndicate 1 Syndicate 2 Syndicate 4 Room 1A |
| 5.05 – 5.50 | Regional meetings – second session Northern Northern Ireland North West | Auditorium 2 Room 1A Syndicate 1 |

| | | |
|-------------|--|---|
| | Scotland Cymru / Wales Yorkshire & Humberside | Syndicate 3 Syndicate 4 Syndicate 2 |
| 6.00 – 7.15 | Service group meetings Local Government Health Education services meeting (for all members who work in education) Police and Justice Energy, water, environment and transport Community Private contractors | Auditorium 1 Syndicate 1 Syndicate 2 Syndicate 3 Auditorium 2 Syndicate 4 Room 1A |
| 7.15 – 8.15 | Reception | Foyer |

Saturday 18 November

| | | |
|--------------|---|--------------|
| 9.15 | Introduction to conference procedures (repeat of Friday pm session) | Auditorium 1 |
| 9.45 – 12.45 | OPENING OF CONFERENCE <ul style="list-style-type: none"> • Introduction and welcome • Remembrance • Election of tellers • Annual report co chairs introduction • Debate of motions • Keynote speaker | Auditorium 1 |
| 12.45 – 2.00 | LUNCH BREAK | |
| 12.50 – 1.25 | Black LGBT members meeting | Syndicate 1 |
| 1.30 – 1.55 | Bisexual members meeting | Syndicate 2 |
| 2.00 – 3.40 | CONFERENCE SESSION <ul style="list-style-type: none"> • Debate of motions • Keynote speaker | Auditorium 1 |

| | | |
|-------------|---|--|
| 3.45 – 5.00 | Details on pages 13 - 14 <ul style="list-style-type: none"> • Pride events: achieving our objectives • Branch LGBT officers – skills exchange • Negotiating skills • Standing for office • Including non binary members in UNISON • Horrible histories: a global insight Including non-binary members in UNISON | Syndicate 4 Room 1A Syndicate 2 Room 1B Syndicate 1 Syndicate 3 |
| 5.05 – 5.30 | Young members' meeting | Room 1A |
| 5.05 – 5.30 | Involving retired members in LGBT self organisation | Room 1B |
| 5.35 – 6.00 | Transgender members meeting | Room 1A |

Sunday 19 November

| | | |
|-------------|--|--------------|
| 9.15 – 1.20 | CONFERENCE SESSION <ul style="list-style-type: none"> • Hustings for election of delegates to 2018 national delegate conference • Selection of motions for 2018 national delegate conference • Keynote speaker • Debate of motions • Closing ceremony | Auditorium 1 |
|-------------|--|--------------|

Conference workshops 3.45–5pm Saturday

All delegates, visitors and guests welcome to participate

Pride events: achieving our objectives

A quick read of the regional group section of our annual report and you cannot fail to be impressed with the number of pride and other LGBT community events we now attend. These vary from the enormous, sometimes ticketed and often alcohol-based, to tiny community and family events. Whichever they are, we need to be clear about why we are there as UNISON and how we can meet our objectives. That is what this workshop is all about.

Including non-binary members in UNISON

We have done a lot of work over the last couple of years looking at how to make UNISON inclusive of non-binary members and potential members. Non-binary people are not solely female or male. They may define themselves as both, neither or something entirely different. It is time to take stock and see what has been achieved and where UNISON needs to do more. It will also be a chance to discuss the changing self-understanding of the LGBT community.

Branch LGBT officer skills exchange

With around 220 branch LGBT officer now in post and over 125 nationally trained, this is a brilliant resource for us. This session is a facilitated skills exchange for activists to share organising triumphs and chew over tricky challenges.

Negotiating skills

More and more LGBT members are getting involved in negotiating, which has to be a good thing! It can be anything from time off for LGBT activities, a decent trans equality policy, to working conditions and pay. This is a skills-based workshop for those interested in finding out more and testing their potential.

Standing for office

If we want to change the world, we need to be wherever the decisions that affect our lives are being made. It may be standing for election to one of our parliaments, assemblies or councils. It may be becoming a tribunal member, a school governor or a member of your local Clinical Commissioning Group. Hear from some of us who have taken on these roles and get top tips on how to set the ball rolling.

Horrible histories: a global insight

Across the world, 72 states criminalise homosexuality. 20 countries in Europe alone require sterilisation for legal gender recognition. The UK, relatively speaking, is a beacon for LGBT equality. But what's the history of the global horrors? What was the UK's part in the past and how does this impact on our international work now? Come and join the conversation.

What's it all about?

When you arrive at the Brighton Centre, members of the national LGBT committee – whose names and photos are on pages 6-9 of this guide - will be there to meet and greet you. You can sign up for the workshop of your choice and get information about Brighton and the conference social. If you are a delegate you should also go to the conference enquiry desk to collect your ballot pack.

If you arrive late, all information can be collected from the conference enquiry desk on Saturday.

The detailed conference programme is on pages 10-12. You will see that there are a range of interesting meetings on Friday afternoon. There is a drop in advice surgery on setting up a branch LGBT group, a play on dementia and UNISON and community stalls to look round. There is an introduction to conference procedures at 3.40pm in the main hall. This will be repeated at 9.15 on Saturday morning.

There are some meetings that not everyone will attend. There are meetings for members who are part of Labour Link, for bi members, trans members, Black and disabled LGBT members and young members. These meetings are for all and only those members who are part of each group. For example, all delegates, visitors and guests who identify as disabled are encouraged to attend the disabled LGBT members meeting.

The meetings for Black LGBT members, disabled LGBT members, bisexual members and transgender members are sometimes referred to as caucus meetings. These groups or caucuses submit motions to conference and are represented on the national LGBT committee.

Members who pay into the UNISON Labour Link meet to elect the LGBT delegates to 2018 Labour Link and Labour party conferences. This year's meeting is at 3.40pm on Friday.

Everyone should attend their regional meeting and their service group meeting. There is an explanation of service groups below. If you are not sure which region or service group you are in, please ask at the meet and greet or the conference enquiry desk.

The main conference sessions, where all delegates and visitors are together in the main hall, are called the plenary sessions. In plenary sessions, delegates debate and vote on the motions submitted by branch and regional LGBT groups, Black and disabled LGBT members, bi and trans members, the national young members forum and the national LGBT committee. These motions, with any amendments, are in the final agenda.

The motions guide the national LGBT committee's work for the following year. The national LGBT committee is the only UNISON body which this conference can instruct, although motions can call on other parts of the union to take action.

The national LGBT conference and LGBT committee are a formal part of our union, dictated by UNISON rules. UNISON is made up of a number of such groupings of members, called lay structures. They work together to fulfil the union's priorities and

objectives. A chart of the lay structures is overleaf. Each part of the structure works at branch, regional and national level. The LGBT group is one of four self-organised groups, the others being Black members, disabled members and women members. The self-organised groups work closely with the National Executive Council (NEC), the national young members forum and other national committees.

Another part of the lay structures is the service groups – made up of all members working in a particular industry / for a particular type of employer. All UNISON members belong to one of the following service groups: community, energy, healthcare, higher education, local government, police and justice or water, environment and transport. Members who work in schools and FE colleges are usually in local government branches. Each service group has autonomy to decide the group's general policy and negotiate on behalf of their members. They each have regional and national committees and an annual conference.

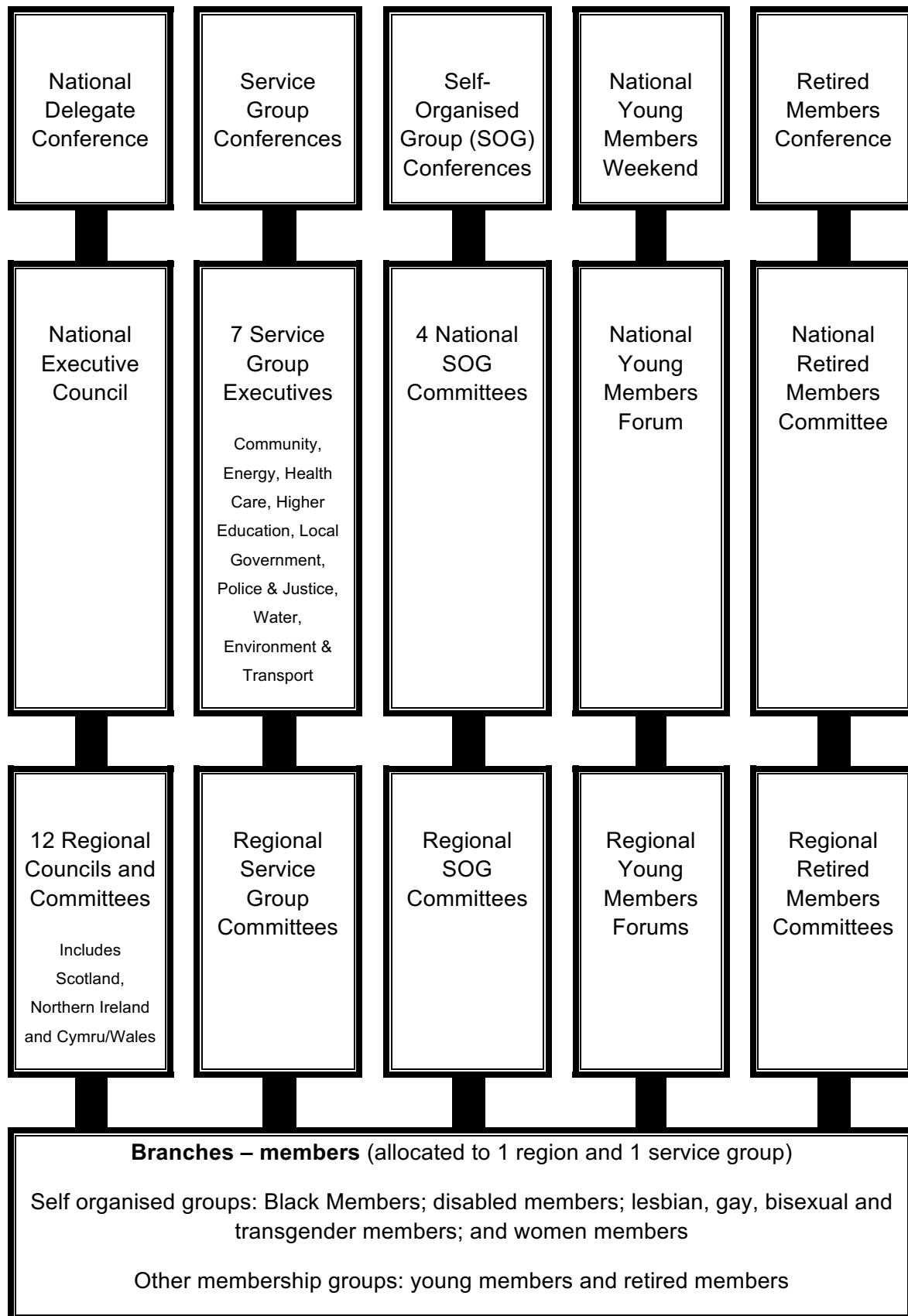
Service group meetings are an important part of LGBT conference. LGBT members need to be aware of service group issues and involved in identifying the service group agenda on LGBT issues. LGBT conference has the right to send two delegates and two motions to each service group conference. These are decided in the service group meetings at our conference. If there is a contested election for delegates, nominees should be prepared to speak in support of their election.

The supreme decision making body of the whole union is UNISON national delegate conference which takes place every June. At this conference, whole union policy is debated and agreed. Our LGBT conference submits two motions or rule amendments and sends two delegates.

Proposals for motions to next year's national delegate conference appear towards the end of the final agenda. They will be debated on Sunday morning.

There will be a number of guests at our conference, who we look forward to welcoming. Some of them will be addressing conference.

UNISON LAY STRUCTURE CHART



GUIDE TO CONFERENCE PROCEDURES

At the start of each debate, the conference chair (a member of the national LGBT committee) will explain how the debate is to be conducted. Most votes are taken by a simple show of voting cards. If the chair cannot judge which way the vote has gone, these votes will be counted by tellers who are elected from among delegates. Voting cards were included in the delegates mailing with this conference guide.

Motion without amendments:

1. The mover (delegate representing the group proposing the motion) speaks to the motion
2. Speakers are taken against and for the motion
3. After all the speakers are finished or after a successful move to close the debate, either by someone moving that 'the question be put' or moving 'next business' or on the advice of the chair, the mover of the motion has the right of reply
4. Vote

Motion with amendments

1. The mover of the motion is called to speak
2. The mover of the first amendment is called to speak. An amendment must be moved, even if the mover of the motion accepts it.
3. Then speakers are called against and for the amendment
4. After there are no more speakers or a successful move to close the debate, the mover of the motion may take the right of reply
5. Vote on the amendment
6. If there is another amendment points 2 – 5 are repeated
7. Once all amendments have been voted on there is the opportunity for a debate on the main (or substantive) motion. There is then the final opportunity for the right of reply to be used, if it has not been taken before
8. Vote on main (substantive) motion

The right of reply lies with the proposer of the original motion in all debates. The proposer may use the right of reply before the vote on any amendment or before the final vote.

Grouped debates

If there are a number of motions on a similar matter, which may, by being carried or lost, have an implication for each other, it will be recommended that they be debated as a group.

1. All motions and amendments are moved in order
2. General debate, for and against anything in any motion or amendment
3. All movers of motions have the right of reply
4. Vote in order, amendments then motion

If you want to speak

- If you are moving a motion or speaking in the debate, please come to the front of the hall in good time. A row of seats is kept free for this purpose. Seats are reserved for those wishing to speak 'for' or 'against' the motion. A seat is also reserved for the delegate with the right of reply.
- When you go to the front of the hall to speak, show your delegate credentials to rostrum control.
- When you speak, give your name and the group you are representing, say which motion you are speaking about and whether you are moving, supporting or opposing it.
- Keep an eye on the lights. When the yellow light comes on you have one minute left. When the red light comes on you must stop.
- Offensive or discriminatory remarks will not be tolerated.

Raising a point of order

At any stage in the conference, a delegate may raise a point of order if she/he considers that the business is not being conducted in accordance with the union's rules or LGBT conference standing orders or wishes to move a procedural motion.

There is a seat in front of the rostrum reserved for points of order. A green light indicates that a point of order is about to be taken.

To raise a point of order, go to the point of order seat, make yourself known to the member of staff operating the lights at the rostrum control, and say which point of order you want to raise.

The conference chair will call you to speak.

Details of procedural motions are in Standing Order 11.

Seek remittal

The national LGBT committee announces its policy on motions in advance. 'Seek remittal' means that the national LGBT committee is asking conference not to vote

on the motion, but to refer the issues raised in the motion to the national LGBT committee for further clarification, elaboration or investigation.

If the movers do not accept remittal, conference votes on the motion, for and against.

In both cases conference makes the final decision.

Withdrawing motions / amendments

If you – as the proposer of a motion or amendment – want to withdraw your motion or amendment you must notify the Standing Orders Committee, who will ask you to fill in a withdrawal form.

The withdrawal of a motion or amendment that has appeared on the agenda has to be approved by conference.

If the Standing Orders Committee has to give conference short notice of withdrawals by verbal reports, this will be taken in two parts. First, notification of the proposer's wish to withdraw the motion or amendment; then, following time for conference to consider the effects of this, a vote on approving the withdrawal.

Proposals for motions to other conferences

Three proposals for motions to national delegate conference were received and will be debated on the Sunday morning. No proposals were received for service group motions, so the topics will be agreed in the service group meetings.

Elections at conference

During conference, there are elections to choose who will represent the national UNISON LGBT group at various conferences in 2018. They may also be ballots to decide which LGBT motions to submit to certain other UNISON conferences.

All delegates can vote in some of the elections. For others, voting is by group. For example, only health delegates vote for the delegates and motions to health conference. Visitors and guests do not vote in any ballots.

Nominations for delegates were sought in advance: the closing date was 22 September.

For some elections, there are more nominations than places, so there will be a contest. If there are not more nominations than places, the nominees are automatically elected, without a ballot. Where we have not received enough nominations to fill all the places, a second call for nominations is included in the cover letter to this guide.

Details of candidates, with their election statements, will be included in ballot packs issued at conference. These can be collected from the conference enquiry desk and must be signed for. Details of when ballots close are included on the ballot papers.

Candidates for election to represent the group at next year's national delegate conference are invited to make a short speech in support of their election at the beginning of the Sunday morning conference session. Service group conference candidates may also be asked to give hustings speeches in service group meetings.

| Ballot | Elected by | Nominees as at 22 September 2017 |
|--|--|--|
| National delegate conference delegates (two, at least one woman) | All delegates | Jennie Antonio, Eileen Best, Jennifer Black, Bret Jones, Jackie Lewis and Bev Miller |
| LGBT conference standing orders committee (six, at least three women) | All delegates | Paul Fisher, Sally/Gary Jacques and Karl Whitehead |
| UNISON delegation to TUC LGBT Conference (four, including three women) | All delegates | Eileen Best, Andy Chaffer, Natalie Forbes-Smalley, Dave Merchant, Bev Miller, Natalie Roberts, Sophie Robinson and Darryl Strawson |
| Community conference delegates (two, at least one woman) | Community delegates | Paul Amann, Philip O'Shea and Darryl Strawson |
| Energy conference delegates (two, at least one woman) | Energy delegates | |
| Health conference delegates (two, at least one woman) | Health delegates | Andy Chaffer, Frances Fenton and Hannah Stevenson |
| Higher education conference delegates (two, at least one woman) | Higher education delegates | Dave Cosgrave |
| Local government conference delegates (two, at least one woman) | Local government delegates | Jennie Antonio, Jennifer Black, Gerard McGrath, Bev Miller and Anu Prashar |
| Police and justice conference delegates (two, at least one woman) | Police and justice delegates | Brett Jones |
| Water, environment and transport conference delegates (two, at least one woman) | Water, environment and transport delegates | Cat Harrison |
| Delegates to Labour Link Forum and Labour party conference (two, at least one woman) | Labour Link members | Nominations taken in meeting |

CONFERENCE INFORMATION

Conference venue

Brighton Conference Centre
Kings Road
Brighton, BN1 2GR

Information Line: 01273 290131
Access Line: 01273 292695
www.brightoncentre.co.uk/conference

Air

London Gatwick Airport is about 28 miles from Brighton and can be reached in half an hour by road or rail (there is a railway station inside the airport terminal).

Rail

Brighton is connected to all areas of Britain via the Inter-City rail network, and is 52 minutes direct from London Victoria. There are frequent rail services into Brighton and the railway station is centrally located, 10 minutes walk from the Brighton Centre. There is a taxi rank situated immediately outside the front of Brighton station.

For details of train services: www.nationalrail.co.uk

Coach

All National Express coaches arrive into Brighton Coach Station (Pool Valley) which is just off the seafront. It is the final stop and 5 minutes walk to the Brighton Centre.

Road

From London and the North

Leave the M25 at junction 7 southbound onto the M23, which later becomes the A23 directly into Brighton. The road continues through the city straight to Brighton seafront where the Brighton Centre is located.

From the East and West

Leave the A27 via the A23 ramp, take the 3rd exit on the first roundabout and the 1st exit on the second roundabout. This will join you onto the A23/London Road into Brighton. This road continues through the city straight to Brighton seafront where the Brighton Centre is located.

Car parking

Delegates are offered a discounted car parking rate of £14.00 per 24 hours at the Regency Square car park, Kings Road, BN1 2FG. This is a 3- 4 minutes walk along the seafront from the Brighton Centre.

Take your ticket from the barrier to the venue information desk in the foyer of the Brighton Centre where you can pay for your parking and have your ticket validated. Once your ticket has been validated you will be able to use it at the car park exit barrier.

Other parking

The Brighton Centre has three NCP car parks adjacent to the main building with over 7500 parking spaces. The Russell Road car park is in the same block as the Brighton Centre and the pedestrian access from the car park is located at the corner of Russell Road and Cannon Place.

Taxis

Taxis you can hail are identifiable by the aqua and white livery. They can also be booked or picked up from ranks around the city. The closest rank to the Brighton Centre is at the bottom of West Street outside the Odeon Cinema. A taxi from the station to the Brighton Centre will cost approximately £6.00. Local taxi companies include:

Radio cabs – 01273 204060 / 01273 414141

Streamline – 01273 202020 / 01273 747474

City Cabs – 01273 205205

Conference information desk

The conference information desk will be in the conference atrium. The desk is open from 12.30pm Friday 17th November for delegate enquiries and from 8.30am on Saturday and 8.45am on Sunday. Attendees do not need to register on arrival.

Conference stalls

There are a range of UNISON and community stalls located in the foyer area

National LGBT committee meet and greet

Members of the national LGBT committee will be in the Brighton Centre Foyer between 1.30 – 5.00pm on Friday, to greet you and answer any questions.

Conference hall

The main conference hall is in the Auditorium 1 on the 1st floor. Delegate seating is at the front of the hall and visitor seating towards the back.

Meeting rooms

There are a number of other rooms where breakout meetings will take place. The breakout rooms are on the ground, floor and in the syndicate wing of the Brighton Centre.

Standing orders committee

The standing orders committee will be in meeting room 5 on the 2nd floor. Delegates wanting to see the committee should go to the SOC waiting area on the second floor landing and speak to the SOC steward.

Catering

The main conference catering area is the Feed Cafe in the foyer. Drinks and snacks will also be available from Cafe East on the first floor.

Cloakroom

There will be a free cloakroom service on the ground floor of the Brighton Centre for all three days of the conference.

Cloakroom opening times are:

Friday 12.30pm – 6pm

Saturday 8.30am – 5.30pm

Sunday 8.45am – 1.45pm

Cash machine

Cash machines are available at the Brighton Centre in the foyer and in the east bar. All major banks are within a five minute walk from the centre.

Wi-fi

Free wi-fi is available - no log in ID or password needed.

UNISON conference app – event code ulgbt17

The conference app includes information in this guide and gives you the chance to meet and chat to other members at the conference. The app can be used on smartphones and tablets and is available on Google play or in the app store. There is also a web version containing the agenda and online version of the conference guide.

You can browse the conference agenda and standing orders, use the floorplans of the Brighton Centre to find your meeting and connect with other delegates by viewing their posts and pictures or posting your own. You can also save details of meetings you want to attend.

If you have registered your email address for the conference, you will receive an email with all details of how to access and use the app.

Photographs

If you need a photograph for your credentials please go to the conference information desk.

Prayer room

The prayer room is available for all delegates and visitors to use on request. Please contact the conference information desk for further details.

Crèche

The crèche is located in Office 7 on the 3rd floor. The crèche is only available for delegates who have reserved places for their children in advance.

Making conference accessible

The national LGBT committee wants to make conference as accessible as possible. This has many aspects and needs the participation of all delegates and visitors. We are a diverse community – we are new to the union and long-time activists, disabled and non-disabled, Black and white; we are affected by HIV, some of us have children or other caring responsibilities, we are younger and older and from a range of jobs and places.

There are a few simple matters we must all be aware of. These include not using jargon, making everyone feel equally welcome, and remembering that not everyone is out at work or in the union, so their attendance here must be kept confidential. These points are set out in more detail below, in guidelines on working together.

Access and access officer

An access summary for the Brighton centre is available on the UNISON website: <https://www.unison.org.uk/content/uploads/2015/07/2015-Retired-Members-Brighton-Centre-Access-Summary-updated.pdf>. Alternatively you can contact the conference office on 0207 121 5123 to request a copy.

UNISON staff members Anna Costi and Sam Barlow are the conference access officers. Questions about access and facilitation should be addressed to them via the UNISON conference information desk.

Lifts

Members who cannot use or who have difficulty in using the stairs should be given priority with lifts.

Facilitators and support staff

So that disabled members can participate fully in conference; they may be attending conference sessions and social events with their facilitator or personal assistant. Facilitators are not there to participate in their own right or as observers but to provide a service for the disabled member. We recognise the right of disabled people to choose their own facilitators. Not all facilitators are necessarily lesbian, gay, bisexual or transgender.

Monitoring for fair representation and proportionality

At this conference, as at all national UNISON events, we ask members to fill in a monitoring form so we can judge if we are reaching the full diversity of our members. The results are reported in the following year's annual report.

The form we use is the standard UNISON form. The space available limits the way the questions can be asked. We ask members to understand the constraints and fill in the form as best fits their identity. The monitoring is anonymous.

Trans day of remembrance

Trans Day of Remembrance - 20 November - commemorates the appalling and continuing murderous attacks to which trans people are subject across the world. We will mark the day in the conference remembrance.

Children at conference

Members with children and their children are welcome at conference. All delegates are expected to make this welcome a reality. No parent or child should be made to feel that the UNISON LGBT conference is an uncomfortable place to be.

People living with HIV

Delegates, visitors and guests living with HIV are welcome at conference. If you have any questions about facilities at conference, contact a member of the UNISON conference team. They can be contacted at UNISON, 130 Euston Road, London NW1 2AY, phone 0207 121 5123, in advance of conference or at the conference information desk.

First aid and doctor

If you need first aid, ask a UNISON steward or contact the conference information desk. If you need a doctor while at conference, a list of local GPs and telephone numbers will be on the conference information desk.

Printing and distribution of written material

Only material approved by the standing orders committee can be distributed at conference.

Selling of newspapers

Newspapers may only be sold from conference stalls and not in the conference hall or in the lobbies.

Reporter

A UNISON reporter is attending the conference at the request of the national LGBT committee. There will be a report of the conference in UNISON Activist. No member will be named in the report without their explicit permission.

Collections

The only official collections at conference are those which take place within the conference venue with the approval of the standing orders committee. Any approved collections will be announced to conference and organised by the chief steward.

Working together

UNISON is committed to the fullest possible participation of all members in the activities of our union. We want to ensure that no one is put off by the actions, attitudes or language of others. As lesbian, gay, bisexual and transgender people, we have probably all been at the receiving end of others' discriminatory or abusive attitudes, actions or language. It is therefore particularly important that we are aware of our own attitudes and actions. We must be willing to constructively challenge each other and open to challenge ourselves.

We all have an equal right to benefit from this weekend, to contribute to discussion and to enjoy the conference. So please:

- listen to others and avoid being dismissive of their contribution
 - wait until a speaker has finished and do not interrupt their train of thought
 - aim to have reasoned discussion, not argument
 - try to make criticism constructive to help others develop confidence and knowledge
 - make your own contribution as clear and concise as possible and do not dominate the discussion
 - make sure that everyone who wishes to speak is given the encouragement and opportunity to do so.
-

Conduct of delegates

All delegates, visitors, staff and facilitators are expected to behave in a courteous manner. Aggressive, offensive or intimidating language or behaviour will not be tolerated. This applies to all aspects of communication, including social media.

Complaints will be treated seriously and may be dealt with under the union's disciplinary procedures. As trade unionists we do not expect any of these problems to arise. However, your regional representatives are available in the first instance for advice and support at this conference. Issues of unsatisfactory conduct by anyone attending conference can also be raised with the conference office.

Harassment

There must be no harassment. Harassment is unwanted or unwelcome comments, actions or behaviour, for example relating to a person's race, sex, disability, gender identity, gender expression, age or sexuality, that is offensive or objectionable and results in an unpleasant or intimidating environment. Whether the harassment is intentional is irrelevant. The key point is that it is offensive.

Language

The language we use is important and reflects deep-rooted and long-standing power structures and beliefs. Racist, disablist, sexist, transphobic, ageist, biphobic or homophobic language will not be tolerated. Generalisations are seldom helpful and seldom true: please avoid making them. Jokes or comments based on sexist, racist, disablist, ageist, homophobic, biphobic or transphobic ideas should not be made.

Remember that some of us do not identify on the gender binary, so expressions such as 'sisters and brothers' do not include us all. 'Gender binary' is included in the jargon buster on page 32.

Please use people's preferred pronouns (she, he, they etc) when talking to them and when talking about them. You can add your preferred pronoun to your conference badge at the Friday afternoon meet and greet, if you wish.

Confidentiality and being out

Members have been assured that they can attend this conference whether or not they are out as LGBT in their branch or workplace. Do not assume that everyone is out and make sure you maintain people's confidentiality outside the conference. This means not naming people as having been in attendance in any reports or conversations about the conference, unless you have their permission to do so.

Jargon

Jargon is a barrier to good communication. The more we become involved in trade union work the more likely we are to use jargon. Please take care to explain any jargon or initials that you use. There is a guide to some common UNISON jargon on page 32.

This conference brings together lesbian, gay, bisexual and transgender members from all parts of UNISON, with a wealth of experience and ideas. It is important that everyone feels equal and able to make a contribution if they wish.

Socialising

The time that we spend socialising is important. We hope that everyone finds it enjoyable. This means making sure everyone feels free to join in if they want, without putting pressure on individuals to fall in with a group if they don't want to. Remember that some of us are recovering from alcohol problems, so please do not put pressure on others to drink. Also we would ask that everyone respects each

other's differing needs for sleep. If you choose to stay up late please try not to disturb others.

We are in the public eye this weekend and any adverse behaviour reflects not just on the individual but on the reputation of LGBT people generally and of UNISON.

Filming, recording and photography at UNISON conferences

UNISON's conferences are a key part of our democracy. Delegates are able to make their voices heard and to vote on the policies which will govern our union's policy and campaigns.

As such, we want all our members to know about conferences and how important our democratic systems are – we believe this is an important part of being an open, democratic organisation. However, we also value the privacy of our members.

The plenary sessions of this conference, like other national UNISON conferences, are filmed for UNISON. This footage provides a vital record of conference for internal use; and some footage may be used on our website to promote UNISON and our democratic processes.

UNISON accredited photographers may be taking pictures of the main debates, fringe meetings and other public areas. These photographs may be used in the union's publications for members or on our website, social media sites e.g. Facebook and Twitter, to promote the union.

If you do not want to be filmed or photographed:

- In an individual circumstance - ie the photographer is taking a picture of you specifically - request that your photograph not be taken or used.
- If you are approached for a photograph or a video interview, say that you do not wish to be photographed or filmed.
- If you want to ensure that your image is not included in any group shot taken in the conference hall - an image of your delegation or the delegates as a whole - please speak to the Chief Steward or any of the staff in the Conference Office.

If you want to speak in a debate, but do not wish to be included in the recorded and live feed filming, please speak to rostrum control who will ensure that the filming does not include you.

If you are planning to use a camera at a conference (with or without voice recording) for the purposes of using the images and/or sound on behalf of the union, such as in a branch, regional or sector newsletter:

- Always ask an individual for their consent.
- Explain the use of the picture eg these images may be used by UNISON in our own publications or on our website to illustrate conference.
- If it involves a large group - images of a delegation or the whole of the conference floor etc - you clearly cannot seek individual permissions. Instead, a

statement will be posted at conference explaining that the event will be photographed/filmed and individuals who object to being included in this will be told who to speak to in order to resolve their concerns.

Making UNISON conferences a healthy and safe environment

UNISON has in place a health and safety policy which applies to all the activities that it undertakes, including the organisation and administration of all its conferences.

UNISON is committed to its responsibility to provide delegates, sharers, visitors, and staff to conferences with a healthy and safe environment. UNISON will comply with all health and safety statutory requirements and codes of practice, as well as our own policies and procedures.

To fulfil its commitment to ensuring that our conferences are healthy and safe environments UNISON works closely with representatives of its staff, venue management, contractors and all service providers. In the event of any health and safety issues and problems arising, these should be directed immediately to a member of staff or raised direct with the conference enquiry desk.

Throughout conference UNISON continually monitors the venue and its environs, often in conjunction with a staff health and safety representative, to maintain and ensure a healthy and safe environment.

Accidents/injuries/near misses

Please report any accidents/injuries/near misses to the conference enquiry desk, where they will be recorded on an incident form or in the accident book. Where appropriate, these will be investigated, and the necessary remedial action will be undertaken.

Evacuation procedures

A pre-recorded message will be played before the start of conference each day, with a summary of the evacuation procedures detailed on a large screen. Please take time to familiarise yourself with this information.

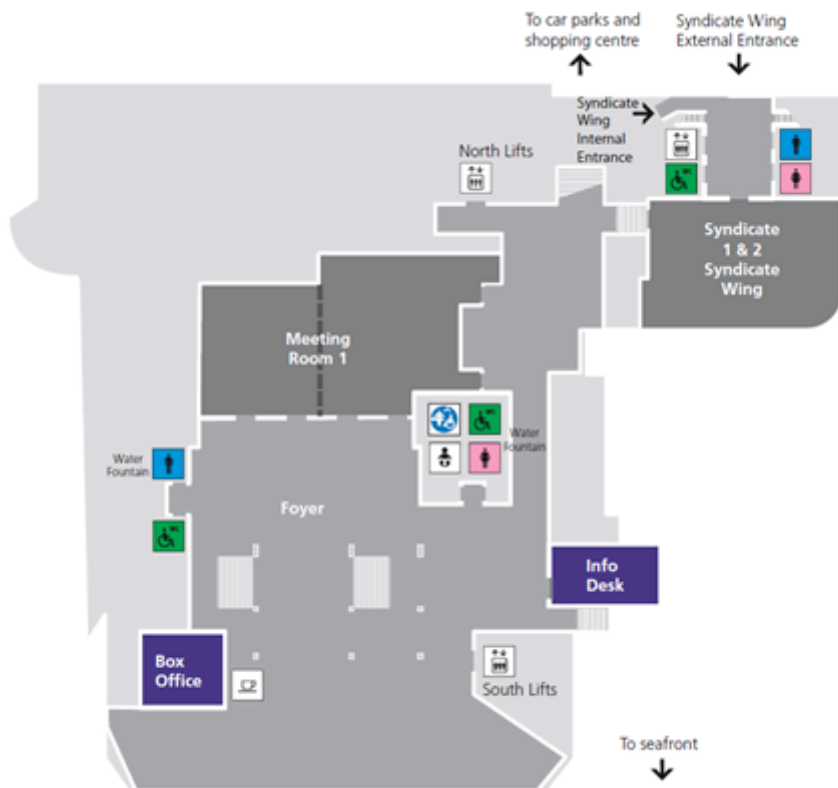
Conclusion

We hope that all members understand and abide by these guidelines so we can all feel relaxed and secure and get as much as possible from the conference – and, above all, enjoy ourselves.

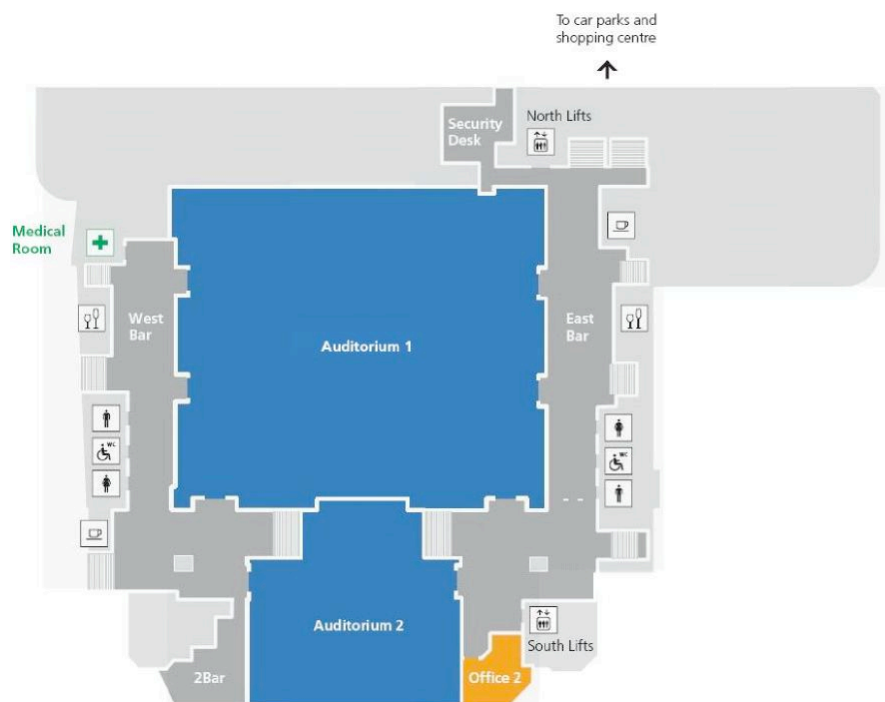
The national LGBT committee reserves the right to ask any member not observing the guidelines to leave the conference.

Floor Plan

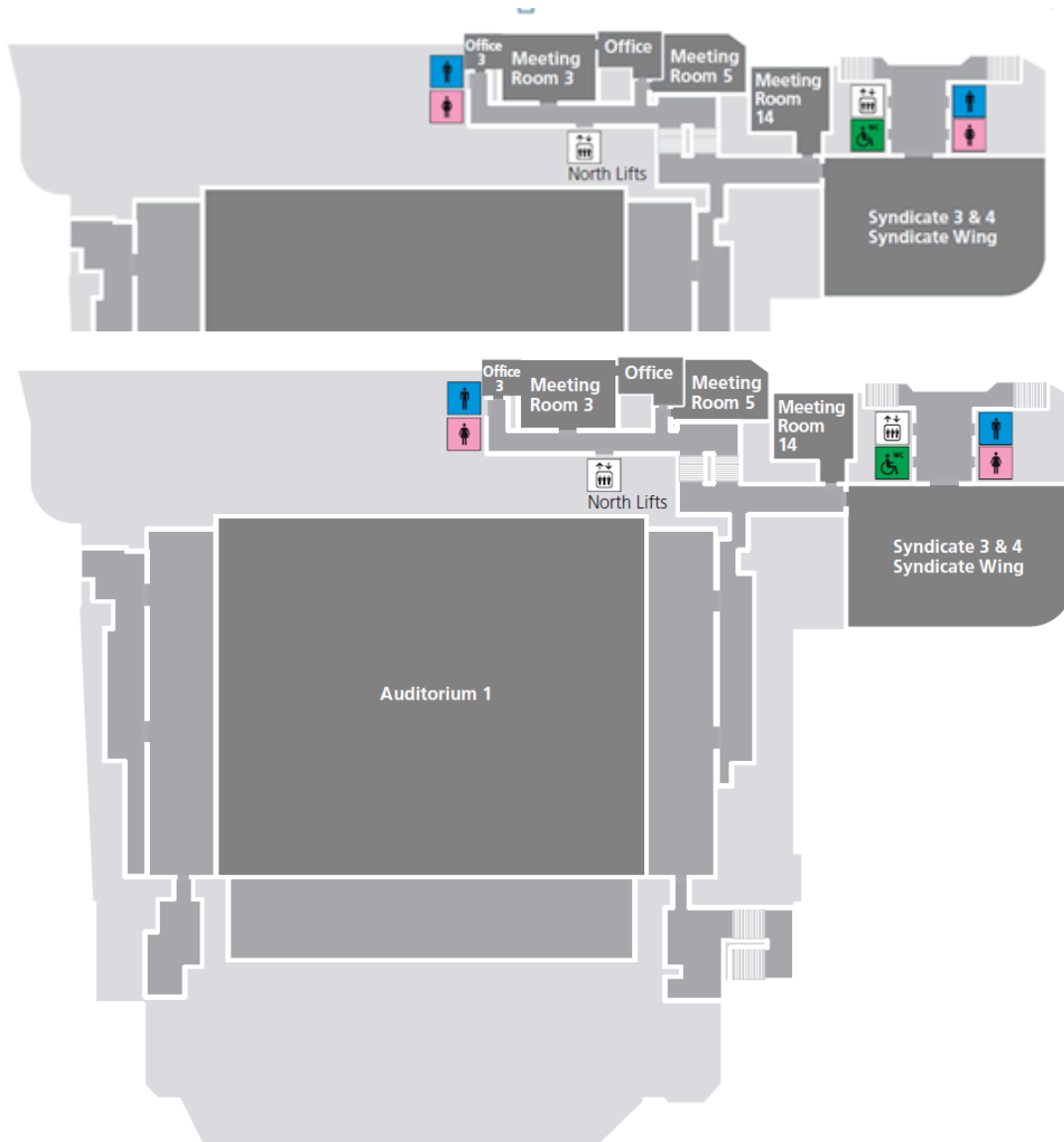
Ground Floor



First Floor



Second Floor



| QUICK GUIDE TO UNISON JARGON | |
|-------------------------------------|---|
| Self-Organisation | Groups facing discrimination meeting and organising to determine their collective agenda and feeding it into the union's structure. |
| SOGs | The four self organised groups: currently defined by UNISON national rules as women members, Black members, disabled members and lesbian, gay, bisexual and transgender members |
| National LGBT committee | National lesbian, gay, bisexual and transgender members committee |
| NDMC | National disabled members committee |
| NBMC | National Black members committee |
| NWC | National women's committee |
| NYMF | National young members forum |
| NRMC | National retired members committee |
| Self-Definition | Right of people to define themselves, eg as lesbian, gay, bisexual, trans, a disabled person etc |
| Gender binary/ non binary | Gender binary refers to the classification of sex and gender into two 'opposite' forms of male and female. Non binary people do not identify as solely male or female. |
| Proportionality | The representation of women and men in fair proportion to the relevant number of female and male members – UNISON has a rulebook commitment to proportionality. |
| Fair representation | The broad balance of representation of members of the electorate, taking into account such factors as age and low pay, the balance between part-time and full-time workers, manual and non-manual workers, different occupations, skills, race, sexual orientation, disability and gender identity – UNISON has a rulebook commitment to fair representation. |

| | |
|-------------------------------------|--|
| National Delegate Conference | Supreme decision making body of UNISON – annual conference of branch delegates, at which the self-organised groups have representation. |
| NEC | National Executive Council - elected body of lay members. |
| Lay structure | A decision making body of UNISON members that does not include employees of the union. |
| Service groups | Employer-based structures in the union. UNISON organises members in the following services – energy; healthcare; higher education; local government; police and justice; water, environment and transport. Each service group has autonomy to decide the group's general policy and negotiate on behalf of their members. Each service group has an annual conference of delegates which sets the group's agenda for the following year. |
| Sector | A sub-group of a service group eg housing in local government or the nursing sector of the health service group. |
| Labour Link | Fund from contributions from opted-in members used to support the Labour party via UNISON Labour Link. |
| GPF | General Political Fund: fund from contributions from opted-in members used for non party political campaigning. |
| UNISON Parliamentary Group | A UNISON group of Labour MPs working closely with the union in the House of Commons. |

UNISON 2017 National Lesbian, Gay, Bisexual
and Transgender Conference

Final agenda

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MOTIONS

* denotes a possible composite

NEGOTIATING

1. NEGOTIATING FOR LGBT EQUALITY

Conference notes that UNISON's work for lesbian, gay, bisexual and transgender (LGBT) equality centres on improving the working lives of LGBT people. A key part of this is negotiating best practice agreements with employers, alongside union organising and individual advice and representation. Conference is proud of the strong set of best practice bargaining advice our LGBT group has developed. We have annually-updated factsheets on LGB workers rights, trans workers rights, LGBT workforce monitoring, bisexuality, working abroad, amongst others, and our group has facilitated the production of bargaining advice on intersex equality. We welcome the most recent addition, from the trans network, of a model policy on trans equality.

Conference notes, however, that even the best model policies have no value unless they are used to improve actual workplace policies. Conference reaffirms the importance of publicising and promoting our advice, encouraging its use to support local and national bargaining.

Conference further notes that employers can be resistant to change and often fail to act until forced to do so. Litigation – or the threat of litigation - has an important role in focusing employers' minds on improving workplace policy and practice.

Conference congratulates UNISON on the historic Supreme Court victory in July, which found the Government's introduction of employment tribunal fees to be unlawful. Conference notes that while UNISON met the costs for UNISON members, fees had a massive impact on discrimination claims in general, which fell drastically during the period fees were payable.

However, conference notes even in this context, numbers of sexual orientation and gender identity claims are low. Despite continuing high levels of discrimination, LGBT workers rarely report it to their manager or the union. UNISON's first equality survey in 2016 confirmed the disparity between experiences of discrimination and numbers of complaints. The survey also confirmed that the main barriers to reporting are fearing that it will make the situation worse and fearing that it will not be taken seriously.

Although these fears are not unique to LGBT members, reporting levels are so low as to warrant particular steps. Conference welcomes a call from UNISON legal services team for members experiencing discrimination to come forward. Conference notes that this will need to be backed up by renewed organising campaigns to increase LGBT visibility and awareness of LGBT equality rights, to help overcome the current barriers.

Conference therefore calls on the national LGBT committee to strengthen negotiating for LGBT workers equality by working with regional and branch LGBT groups to:

1. Publicise and promote our LGBT equality bargaining advice, encouraging its use to support local and national bargaining;
2. Run a national campaign to encourage LGBT members to report workplace discrimination;
3. Work with UNISON legal services for the identification of strategic LGBT equality cases to be taken by UNISON.

National LGBT committee

National LGBT committee position: **SUPPORT**

2. BUILDING A BEDROCK OF LGBT VOICES AGAINST INTOLERANCE

Conference continues to be concerned by the increase in intolerance and hate crime. All hate crime has increased, but intolerance and hate which is racist or Islamophobic has increased particularly significantly in the last 12 months. This has created fear in communities and xenophobic and extreme attitudes have dominated much of the popular press, helping to spread this intolerance.

Conference notes that far right groups and organisations continue to use social media and other means to attempt to pit differing communities against each other. These messages have at times targeted lesbian, gay, bisexual and transgender (LGBT) people, misrepresenting Islam or other beliefs and other cultures as being incompatible with living openly as LGBT. These attempts to spread fear and hate paint a false picture and fail to acknowledge that LGBT people are ourselves drawn from all communities, denying the intersectionality of our lives and experiences.

Conference affirms that we will not allow intolerance to breed within our own community and we reject any attempts to divide and conquer.

Conference welcomes steps taken since 2016 LGBT conference to develop activists tools to identify and encourage the reporting of hate in the workplace and support members experiencing hate incidents and hate crimes.

Conference calls upon the national LGBT committee, working with regional and branch LGBT groups, to:

1. Build a bedrock of united LGBT voices for challenging this intolerance, recognising that an attack on one is an attack on all;
2. Reinforce the message that all hate crime is unacceptable and will not be tolerated either in or beyond the workplace;

3. Continue to champion UNISON's great work on equality – leading the way;
4. Build on the 'more in common' approach and continue to highlight the importance of being united against prejudice and discrimination;
5. Publicise and promote new bargaining and training resources on tackling hate in the workplace.

National LGBT committee

National LGBT committee position: **SUPPORT**

3. THE COST OF BEING OUT AT WORK

Conference welcomes the publication by the Trades Union Congress this summer of the above noted research into lesbian, gay, bisexual and transgender plus (LGBT+) workers' experiences of harassment and discrimination. Shockingly 39% of respondents had been harassed or discriminated by a colleague, 25% by a manager and 14% by a client or a patient. 48% of trans people have experienced bullying and harassment at work compared to one third of non-trans respondents. 62% of all respondents have heard homophobic or biphobic remarks or jokes directed at others at work, while over a quarter have had such comments directed at them. Over half of all respondents and 70% of transgender respondents said that their experience of workplace harassment or discrimination has a negative effect on their mental health. Only one third of these incidents of harassment or discrimination had been reported to employers and only 12% to human resources. The research also showed that only half of all respondents felt able to be open about their sexuality at work. This proves that, despite the Equality Act 2010, lived equality in the workplace is still not the experience for many LGBT workers.

Conference calls on the national LGBT committee to:

1. Publicise available guidance for stewards in relation to supporting LGBT+ workers;
2. Encourage branches and regions to include training for their stewards and branch officers on transgender and other sexual identities within bullying and harassment training courses;
3. Encourage branches and regions to provide and encourage stewards and branch officers to undertake training on equality legislation.

NHS Glasgow Clyde & CVS branch LGBT group

National LGBT committee position: **SUPPORT AND AMEND**

Amendment 3.1

In action point 2.:

Delete “transgender and other sexual identities” and replace with “anti-LGBT harassment”

National LGBT committee

4. INCREASING BI VISIBILITY AND TACKLING BIPHOBIA

Conference notes:

1. The ‘Complicated?’ report by the Equality Network in Scotland in 2015 on the challenges bisexual people face in accessing public services. We also note there is a follow up report in supporting public service providers in reducing biphobia barriers due to be published;
2. The NatCen research launched at the 2016 lesbian, gay, bisexual and transgender (LGBT) conference highlighting the problems that LGBT people face in accessing specific LGBT services and how the loss of these specialist services can be overwhelming;
3. The 2015 Stonewall report ‘Unhealthy Attitudes’ highlighting how workers providing health and social care often have heard negative comments from their colleagues with regards to LGBT people or have suffered from bullying and harassment.

Conference further notes that workplace policies often focus on just homophobia, and fewer workplaces have specific policies addressing transphobia. However, biphobia is assumed to fall under homophobia. Policies and action that follows from them often fail to address how bisexual workers face specific problems due to being bisexual.

Conference therefore calls on the national LGBT committee to:

- A. Consider producing a model policy on tackling biphobia in the workplace and promote its use widely;
- B. Publicise the follow up report to ‘Complicated?’ from the Equality Network in all appropriate networks;
- C. Have an article in Out in UNISON specifically on tackling biphobia in the workplace.

Bisexual members’ caucus

National LGBT committee position: **SUPPORT**

Amendment 4.1

Point A: remove "Consider producing" and replace with "Produce", so that the point in full reads: "Produce a model policy on tackling biphobia in the workplace and promote its use widely."

University of Brighton branch LGBT group

5. DOMESTIC VIOLENCE

Conference we know that domestic violence in general is under reported and research suggests many instances of violence happen prior to the victim reporting the matter to the police. Women are by far the greatest victims but outdated opinions seem to make it difficult for men to report instances of violence when in a relationship. This fact is also true for the lesbian, gay, bisexual and transgender (LGBT) community and with organisations such as Broken Rainbow no longer being available it is more difficult for anyone to confide with someone about their experiences. We are aware that most police forces have specific officers who deal with this type of assault and behaviour who receive training to deal with victims in a compassionate way. Some forces also have LGBT liaison officers who are trained in how to deal with our community but do not necessarily have the domestic violence training.

It does appear that there is little training for officers to adequately deal with domestic violence when it comes to LGBT relationships so this only adds to the reluctance for victims to come forward.

Conference we believe all victims should receive fair and informed treatment so the best result can be obtained for the victim. We call on the national LGBT committee to:

1. Contact police forces asking them to consider specific training for their domestic violence officers in how to handle LGBT couples they deal with;
2. Examine the possibility of entering into partnership with GALOP, National LGBT Domestic Abuse Helpline and providing contact details and materials to LGBT members and the wider union.

Leicestershire Police branch LGBT group

National LGBT committee position: **SUPPORT**

Amendment 5.1

In the first paragraph after "about their experiences."

Insert:

"This already difficult situation may be compounded by the experience of being Black and LGBT whose communities may have had mixed views of dealing with

the police. This maybe further exacerbated by those seeking asylum in the United Kingdom who may be in coercive or violent relationships and find the fear of being deported becomes a barrier to reporting abusive acts to the police."

After "compassionate way"

Insert:

"However conference is aware there is still the need to be culturally and racially sensitive when police are handling these already often traumatic situations."

Add at end of second paragraph:

"This is even more so for those identifying as Black and LGBT or seeking asylum."

Throughout the motion, after each instance of 'victims' insert "/survivors" and each instant of 'victim' insert "/survivor".

In action point 1 after "how to handle" insert "the diversity of the" and after "they deal with" insert ", that understands their racial identity or asylum or immigration status."

In action point 2 after "LGBT Domestic Abuse Helpline" insert "and other community organisations such as NAZ Project London and Southall Black Sisters who have experience in reflecting intersectionality,".

Black LGBT members' caucus

6. GENDER-NEUTRAL TOILETS

Conference notes there is growing concern amongst lesbian, gay, bisexual and transgender (LGBT) members regarding the provision of non-gender specific toilets in public building and workplaces. Ideally all new buildings intended for public use or workplaces should be considered for gender-neutral toilets to enable the use by anyone regardless of gender.

Conference understands in many cases, the reasons behind the antiquated system of gender specific toilets is resources and budgeting. However, in the interim, changes to signage could be introduced. No longer is the recognisable symbol of females and males appropriate or indeed, up to date. Therefore, gender-neutral toilets could be introduced easily and simply.

Conference notes that transgender members have been targeted and harassed for using the toilet specific to their gender identity, sometimes physically removed.

Conference asks the national LGBT committee to:

1. Gather evidence on the growing issue for the need of gender-neutral toilets and produce information that could be used during negotiations or lobbying when planning toilet facilities;
2. Raise awareness throughout UNISON of the need for gender-neutral toilets.

Cymru/Wales region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 6.1

In first paragraph, first sentence, insert "and changing facilities" after "toilets"

In first paragraph, second sentence, delete "gender-neutral toilets" and insert "safe and accessible gender-neutral toilets and changing facilities"

In second paragraph, delete all after "many cases" and insert:

"there are difficulties with making changes to existing facilities due to their design and the requirements of health and safety legislation relating to the provision of toilet and changing facilities in workplaces. In some cases, however, it is possible to introduce safe and accessible gender-neutral facilities easily and simply through changes to signage. This underlines the importance of raising awareness of the need for gender-neutral facilities to be provided and for improved design of facilities so that they are safe and accessible, and provide greater privacy (for example, individual lockable cubicles rather than open plan communal changing rooms)."

In point 1, delete "growing issue for the need of gender-neutral toilets" and insert "the need for safe and accessible gender-neutral toilet and changing facilities". Delete "when planning toilet facilities"

In point 2, insert "and changing facilities" after "toilets"

Greater London region LGBT group

Amendment 6.2

Add a new fourth paragraph:

Conference also notes that public toilets are among many public services which have suffered long-term neglect, lack of investment and removal of staff. Without them public spaces may become inaccessible to people who need unhindered access to a toilet including, besides transgender people, many older and disabled people and people looking after children. Organisations including the British Toilet Association and the National Pensioners' Convention campaign on these issues.

At the end of the final paragraph add:

3. Consult others in UNISON including the other Self Organised Group National Committees and the National Retired Members' Committee on opportunities to negotiate or lobby alongside others on provision of and access to public toilets.

West Midlands region LGBT group

Amendment 6.3

In the second line of the first paragraph after 'regarding the' insert 'general lack of'.

In the second line of the second paragraph delete all after 'However, in the interim' and insert 'buildings with multiple toilet facilities could have some of them converted into gender neutral facilities by the simple introduction of a gender neutral sign while still maintaining single sex facilities for those who require them.'

In action point 1.:

After 'growing issue' delete 'for' and insert 'of'.

After 'the need' delete 'of' and insert 'for more'.

After 'gender neutral' delete 'toilets' and insert 'toilet facilities'.

At the end of action point one delete the semi-colon and insert 'in new or refurbished buildings.'

Northern region LGBT group

7. GENDERED DRESS CODES IN THE WORKPLACE

This conference is pleased that following the motion passed at our lesbian, gay, bisexual and transgender (LGBT) conference in 2015, motions highlighting the issues arising from gendered dress codes in the workplace have subsequently been debated at women's conference, local government service group conference, Black members' conference and police and justice service group conference.

It is clear that gendered dress codes present a range of issues for our members and it is heartening to see these debates happening and real changes starting to happen in the workplace. Importantly, the more these issues are discussed, the more society comes to understand the real prejudice facing others and it is the change in hearts and minds that drives real progression and equality in society.

Since submitting our motion in 2015, the Scottish LGBT committee has continued to raise this issue where appropriate and we have worked with the Scottish Trades Union Congress (STUC) LGBT workers' committee to produce a guide for trade unionists which was launched at this year's LGBT workers' conference. The guide is available to download from the STUC website.

In Scotland, the Better Than Zero campaign group has been launched. This is a collection of young trade unionists, supported by UNISON Scotland, the STUC and other unions, who campaign to improve conditions for workers. They have campaigned around dress codes, particularly in the hospitality industry where outdated policies saying women must wear high heels to work are not only sexist and a threat to health and safety but are especially discriminatory towards LGBT and non-binary workers.

Conference calls on the national LGBT committee to:

1. Promote the STUC guidance to branches and regional self-organised LGBT groups through our mailing list, e-bulletin, website and any other appropriate means;
2. Promote and encourage the work of the Better Than Zero Campaign through the same means;
3. Continue to work with appropriate organisations to continually refine and develop UNISON's own best practice guidelines and bargaining factsheets;
4. Promote UNISON's policy on gendered dress codes in the workplace and encourage members and branches to challenge their own outdated policies where they exist.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

RECRUITMENT AND ORGANISING

8. TOWARDS A MORE INCLUSIVE SELF-ORGANISED GROUP

This conference notes that there is a continuing discussion within the lesbian, gay, bisexual, and transgender (LGBT) members self-organised group (SOG), on the SOG's future identity and name and the positive impact this could have on the group's inclusivity, and welcomes the national LGBT committee's positive involvement in the discussion.

This conference also notes that for many people, and amongst young people in particular, there is a growth in numbers identifying their sexual orientation and gender identity in many different ways beyond a binary definition.

This conference further notes that the national young members forum (NYMF) have expressed a preference to see the LGBT SOG move to organise on a lesbian, gay, bisexual and transgender plus (LGBT+) basis, demonstrating an inclusiveness beyond that defined by its current name.

This conference is also aware that the change from the lesbian and gay members SOG to become LGBT took some time and considerable energy to complete, and recognises this further change may need a similar investment of resources.

This conference calls on the national LGBT committee to step-up its work around this issue, including:

1. Producing a briefing and consultation paper on the issue;
2. Reporting to LGBT conference 2018 on the results of the consultation, including any recommendation on whether to proceed with the relevant rule change(s) to national delegate conference 2019.

National young members' forum

National LGBT committee position: **SUPPORT**

Amendment 8.1

In the second paragraph replace "beyond a binary definition" with "that are not covered by the acronym LGBT".

In the third paragraph replace "demonstrating an inclusiveness beyond that defined by its current name" with "demonstrating inclusiveness beyond that defined by its current acronym".

In the fifth paragraph replace "This conference calls on the national LGBT committee to step-up its work around this issue, including" with "This conference calls on the national LGBT committee to prioritise this issue and commit to:"

To add a third point:

- "3. Recognising that changing our acronym has the potential to improve the recruitment of young LGBT+ members who, without this change, may perceive UNISON to be out of touch with full inclusivity."

Northumberland Tyne and Wear Health branch LGBT group

Amendment 8.2

Insert new fifth paragraph:

“However conference recognises that inclusion means more than simply name checking. Conference therefore acknowledges that, whether or not we decide in the future to seek UNISON's support to change our name, we need to continue to work to improve our policies and practices now so that we are inclusive of these members.”

Greater London region LGBT group

9. PRONOUNS DO MATTER

This conference welcomes the young members' organisation provision of a meeting for lesbian, gay, bisexual and transgender (LGBT) members at young members' weekend each year, and notes that correct pronoun use was discussed at that meeting and identified as a key issue to be brought to this conference. This suggests that for young people it is a matter of increasing importance.

This conference also welcomes the work being done to address the issue of using the correct pronoun when referring to someone – vital to not only avoiding hurt and insult but also in promoting inclusiveness.

This conference further welcomes the article 'Pass Notes – Subject: pronouns' in the Summer 2017 edition of 'Out In UNISON' as a valuable contribution to this work.

This conference recognises that our educational and campaigning work around language is of much wider importance than the LGBT community and our self-organised group alone, and needs to be promoted throughout UNISON, into the wider labour movement, and also into public service employment and service delivery.

This conference calls on the national LGBT committee to:

1. Continue with its work on this matter and seek to bring it to wider membership attention through the union's communications and education channels;
2. Examine union guidance and practice on communication and propose any amendments necessary to support our work on the use of pronouns.

National young members' forum

National LGBT committee position: **SUPPORT**

10. THE BISEXUAL UMBRELLA

Conference notes that UNISON uses bisexual to mean an attraction to more than one gender and as an umbrella term. This is broader than the definition used by some organisations and employers which refers to attraction to people

of the same sex and the opposite sex and assumes that everyone has a binary gender identity.

Conference acknowledges that there will be members and potential members who do not realise that this is how our lesbian, gay, bisexual and transgender (LGBT) self organised group (SOG) organises.

Conference notes that UNISON national Black members' committee has produced a leaflet called 'Defining Black', which explains how and why UNISON uses the term 'Black'. Conference therefore calls upon the national LGBT committee to:

1. Produce a similar leaflet 'Defining Bisexuality' clarifying the bisexual umbrella;
2. Publicise via all suitable avenues how UNISON uses the bisexual umbrella ahead of the Bi network day 2018.

Bisexual members' caucus

National LGBT committee position: **SUPPORT**

11. EQUALITY MONITORING – COUNTING OUR LGBT MEMBERS

Conference is proud of our unions approach to equality and how it places this issue at the heart of everything that it does. It also recognises that equality monitoring is a very important tool which has enabled UNISON to develop rules to address historic institutional discrimination against women and black members.

Conference now believes that in order for UNISON to effectively campaign, lobby and represent on behalf of its lesbian, gay, bisexual and transgender (LGBT) membership on a national platform it should endeavour to improve its data on how many LGBT members it has and the make-up of this group.

The current methods of membership data collection do not allow the union to estimate the number of members it has who identify as LGBT while the monitoring form used at UNISON events does not enable members to fully express their gender identity.

It has been over 18 months since LGBT equality monitoring was introduced onto the online application forms so that this information from new members can be captured by the replacement management system (RMS) however the on-line membership system is only one way of joining our union. Prospective members can, and still do join using the more traditional paper application form.

This paper form does not contain the same equality monitoring fields as those on the on-line application form creating a dual system which prevents accurate data being produced.

The My UNISON page of the national website gives members the opportunity to update their personal details in line with the on-line membership application form. Conference recognises that UNISON has previously called on existing members to update their personal details in this way however this has achieved minimal success.

Conference believes that if we continue to gather equality data on our membership in this way it is unlikely that the union will ever fully understand the true make up of its membership. A factor which is fundamental to the effectiveness of any organisation.

This conference recognises and applauds the work that has been done to tackle inequality and underrepresentation but calls upon our national LGBT committee, working with the other self-organised groups (SOGs) where appropriate, to seek to:

1. Publicise within UNISON the need and reasons for members to update their personal details via the My UNISON page on the national website;
2. Encourage all regions and branches to be proactive in encouraging existing members to update their personal details on their My UNISON page;
3. Ask regions to report back to national LGBT committee on the response rate to this request from members;
4. Call for the development of a new paper based application form (with consultation with the appropriate SOGs) that truly captures the diversity of our organisation;
5. Ask the national LGBT committee to report back to conference on progress on these points.

Northern region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 11.1

Add at end of third paragraph:

“However, conference notes that even organisations that have been conducting LGBT monitoring of staff, membership or service users for many years record low levels for LGBT data. Monitoring of other protected characteristics, such as ethnicity, has taken at least ten years to gain useable data. Best estimates on LGBT numbers are often deemed to reflect national figures, though these estimates vary widely. The important point is that data does improve with time and this can be a useful measure of the success of LGBT equality initiatives. Conference also welcomes changes that have been made to the form used at UNISON events, at the request of the LGBT group.

Insert at start of seventh paragraph:

“Conference acknowledges the limitations of paper based forms and the balance that must be struck in gaining important information while not putting people off completing it. However,’.

National LGBT committee

12. NON-BINARY VISIBILITY

Conference, non-binary people, an umbrella term used to describe all people whose gender identity falls outside of the gender binary of masculine and feminine, are being made invisible by society and are often ridiculed. In May this year Piers Morgan asked two non-binary activists he was interviewing on Good Morning Britain, “Is anything fine, can I be an elephant, can I literally say I’m an elephant? Can I get elephant rights?” when talking about their experiences.

Non-binary people are not currently included as a protected characteristic in the Equality Act 2010 leaving them vulnerable in the work place, in everyday life in general and when accessing health care. An Equalities and Human Rights Commission survey in 2011 found that 0.4% or 1 in 250 people identified as non-binary ie. they “think of themselves in another way than male or female”.

A more recent United Kingdom (UK)-wide survey carried out by Scottish Trans Alliance between July and September 2015: ‘Non-binary people’s experiences in the UK’, reported that 45% have experienced physical and/or sexual violence or intimidation in public spaces because they are non-binary. Only 4% feel comfortable being out at work; very few feel comfortable disclosing to mainstream services, and many trans non-binary people lie about their identity because of this.

We must also acknowledge the intersectional issues faced by Black, disabled and feminine presenting non-binary people who do not always show up in statistics because of further systematic erasure, but who feed back their lived experience to us within the lesbian, gay, bisexual and transgender (LGBT) community on a daily basis.

Unfortunately, by excluding non-binary genders on most of its forms UNISON helps perpetuate the invisibility of non-binary people. If we can’t get this basic thing right within UNISON’s structures, how can we expect to earn the respect of our non-binary colleagues and ultimately expect to advise and represent them in the work place?

Conference welcomes the non-binary factsheet produced by UNISON’s national LGBT committee in 2017, which includes guidance for including non-binary genders on UNISON forms, and advises around gender-neutral language. However, more work still needs to be done so we call on the national LGBT committee to:

1. Undertake an audit of UNISON forms to identify where non-binary genders are missing;

2. Circulate the non-binary factsheet to branches as part of the audit, to encourage non-binary identities to be included on all UNISON forms, including online and paper versions;
3. Expand the factsheet to:
 - A. Include guidance for pronoun declaration in Unison meetings and in the workplace and to encourage all UNISON meetings to ask for preferred pronouns as standard;
 - B. Be inclusive of intersectional issues faced by Black, disabled and feminine presenting non-binary people.

Yorkshire and Humberside region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 12.1

In point 3., after point B., add point C.:

- "C. Add the terms; intersex, cisgender and deadnaming, along with appropriate explanations of those terms."

University of Brighton branch LGBT group

Amendment 12.2

Second paragraph, first sentence, add at start "The protected characteristic of gender reassignment applies where members are considering transition, are transitioning or have transitioned from the gender assigned at birth, or are perceived to be. Non-binary people may be protected if they are perceived to be transitioning or having transitioned. However, " and after "currently" insert "specifically".

Action point A., insert "voluntary" before "pronoun declaration" and before "preferred pronouns".

Action point B., "including those" before "faced".

Greater London region LGBT group

13.* NON-BINARY INCLUSION

Conference welcomes the continuing work to make UNISON's organisation, events, policies, systems and good practice advice inclusive on non-binary members. Over the past twelve months, steps initiated by our lesbian, gay, bisexual and transgender (LGBT) group have included:

1. A new factsheet, published in June 2017, titled 'Gender equality: non-binary inclusion', which has been well received by not only members in the LGBT group, but across the entire union;
2. Advice to UNISON service providers;
3. A first UNISON survey of non-binary members;
4. Clear publicity that non-binary members are welcome in our trans network;
5. Changes to a number of UNISON forms and systems.

As this work develops, we are seeing a marked and welcome increase in non-binary members getting involved and active in our LGBT group.

Conference acknowledges that there is much still to do and non-binary inclusion will remain on our work plan for the foreseeable future. We recognise that language continues to be a barrier to non-binary participation, not only in our LGBT group, but throughout the union. We note the preliminary findings of the survey on non-binary inclusion and the need for further consultation.

Conference notes that gender matters in UNISON. Conference reaffirms its support for data collection on women members and action to address women's participation, in line with UNISON's rules on proportionality. Conference welcomes demands from the women's self-organised group for further action to achieve proportionality, including potentially seeking a rule change to create "general" seats rather than "male" seats on the national executive council (NEC) and throughout UNISON structures. Conference notes that this would also assist in removing barriers to non-binary participation. Conference further notes that there are a number of non-inclusive references to gender throughout UNISON's rule book.

Conference calls on the national LGBT committee to:

- A. Support the national women's committee call for seats reserved for men to be replaced with general seats, on the NEC and other UNISON structures;
- B. Raise the issue of non-inclusive gender reference in UNISON rules with the NEC, asking them to work with the LGBT group to identify and agree the changes needed and for the NEC to submit the necessary rule amendments;
- C. Continue our work to make the LGBT group, UNISON, our advice, negotiations and campaigns, fully inclusive of non-binary members.

National LGBT committee

National LGBT committee position: **SUPPORT**

14.* NON-BINARY RECOGNITION

Conference we are at the forefront of encouraging our members to be themselves and we have a proud history of fair and equitable representation of all our members. It is accepted that some of our transgender members do not identify within the binary gender system. These members may be described as gender queer, gender fluid, gender non-conforming or non-binary.

Recently the profile and acceptance of this non binary status has thankfully been raised and more people feel they can 'come out' and be comfortable at our conference and to some extent in society in general.

However, as much as we are accepting our very own rules and procedures may cause a stumbling block to this progress as many of our non-binary members identify as neither male nor female. An example of this is rule 2.14

"2.14 PROPORTIONALITY AND FAIR REPRESENTATION

2.14.1 The National Executive Council shall have the power to monitor, review and implement the principles of proportionality and fair representation throughout the Union.

2.14.2 "Proportionality" is the representation of women and men in fair proportion to the relevant number of female and male members comprising the electorate."

If a non-binary member wished to stand for election to our national executive council there are numerous seats they are currently excluded from. An example of this is a region with less than 100,000 members; the current rules state the representation will be 1 female, 1 male and 1 low paid female seat. There are other examples and it can be suggested that our current rules may indirectly discriminate against our non-binary members and clearly that was not the intent as these rules and procedures are there to support fair representation.

Conference, we clearly accept this could prove to be a very difficult situation to resolve and could fundamentally alter the way we look at how we calculate our representation. It is likely to involve rule changes. We accept it is unlikely there will be an easy fix and this needs looking into to ensure equality and fairness is maintained. We realise this may take some time but it is important to look into this issue to obtain a fair and equitable solution. We feel we are the right membership group to raise these issues and try to move forward to further inclusivity.

Conference instructs the lesbian, gay, bisexual and transgender national committee to:

1. Raise this important issue with the national executive council;
2. Consider creating a non-binary working group who could meet to assist with this work going forward in order to identify all areas affected by this issue.

Leicestershire Police branch LGBT group
National LGBT committee position: **SUPPORT**

Amendment 14.1*

First paragraph, second sentence, insert “and other” after “transgender”.

Greater London region LGBT group

15. MENTAL HEALTH AND LGBT COMMUNITIES

Conference is aware that lesbian, gay, bisexual and transgender (LGBT) people experience mental distress disproportionately compared with non-LGBT individuals. This can be due to homophobia, biphobia and transphobia, the process of coming out and transitioning.

In the workplace, occupation health counselling can be limited and virtually absent in smaller employers. The lack of understanding from management can add the complicated and considerable stress and anxiety felt by those who identify as LGBT.

It can be a thin line between suffering with anxiety and worsening into depression. Therefore, affecting an individual's work and home life, which could lead to needing medication and time off work to recover. Confidence is also hard to retain when faced with complex issues and the lack of support in the workplace or the opportunity to talk through the problems and how they can deal with them.

All representatives which would include branch LGBT officers should have basic awareness of mental health issues, purely due to the prevalence that we witness through our work.

Conference asks the national LGBT committee to:

1. Develop a factsheet on the specific issues that can lead to mental health problems for those who identify as LGBT and signposting to organisations who can provide specialist support and advice;
2. Encourage regions and branches to provide mental health awareness training to stewards, which will enable them to support and guide members appropriately, also making them aware of the prevalence of mental health problems amongst the LGBT community.

Cymru/Wales region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 15.1

In the second paragraph add after "who identify as LGBT":

"If someone identifies as Black or a migrant worker and LGBT, their experience can be compounded as ever deepening cuts to public services offering

assistance to those in these groups means that organisations such as Parents Against Child Sexual Exploitation (PACE) have disappeared."

Add new action point 1.:

1. Work with the other self organised groups (SOGS) to identify community organisations who have a wealth of experience in supporting Black LGBT people and migrant LGBT people with varying mental health issues, with a view to forming partnerships and links;

Renumber the other action points.

Black LGBT members' caucus

Amendment 15.2

In the second paragraph, delete "felt by those who identify as LGBT" and insert "that may be felt by LGBT workers experiencing mental health illness and/or with mental health conditions"

In the fourth paragraph, delete all after "issues" .

In the fifth paragraph, after "Conference", insert "therefore welcomes the work UNISON has been doing on mental health as a workplace issue and" .

In point 1., delete "the specific issues that can lead to mental health problems for those who identify as LGBT" and insert "mental health issues relating to LGBT people"

In point 2., delete all after "aware of" and insert "the high incidence of mental health difficulties experienced by LGBT people".

Greater London region LGBT group

Amendment 15.3

In the third paragraph delete the first sentence and replace with:

'It is difficult living with anxiety. It is also difficult living with depression. In the second sentence delete 'Therefore, affecting' and replace with 'Living with one or both of these issues can affect'

Add new fourth paragraph:

'Conference also notes that increasing numbers of people who lived through the mid-1980s and 1990s are being diagnosed with HIV-related post traumatic stress disorder, both those living with HIV and those who witnessed the decimation of gay and bisexual people at that time.'

In action point 1.: delete 'problems' and replace with 'issues'

In action point 2., after 'to provide' insert 'reasonable adjustment and'.

Disabled LGBT members' caucus

16. GENERIC MENTAL HEALTH SERVICES FOR THE TRANS COMMUNITY

48% of transgender people in Britain have attempted suicide at least once in their lives. In addition to this, 88% feel they currently have or have previously suffered from depression. 55% have been formally diagnosed with depression.

It is reported that a quarter of health and social care staff do not feel confident that they can meet the needs of trans patients and service users.

Experiences of mental health services experienced by trans individuals are disproportionately negative.

The NatCen social research questionnaire commissioned by UNISON highlighted that young trans people are particularly vulnerable and that young trans people are being refused services by Child and Adolescent Mental Health Services (CAMHS) because staff felt they did not have the expertise to meet their needs. It was also identified that psychological support was lacking for trans people experiencing gender dysphoria.

Gender clinic's do not provide generic mental health interventions, something many people are not aware of.

Conference notes that:

1. UNISON has a key role to play in promoting trans awareness within branches of organisations who provide mental health care;
2. UNISON nationally and regionally should provide support to those branches in becoming more aware of the mental health issues faced by the trans community;
3. UNISON can lead the way in supporting mental health service providers, through partnership working, to address the difficulties faced by the trans community in accessing the services they are entitled to and need.

Therefore, conference calls upon the national lesbian, gay, bisexual and transgender (LGBT) committee to:

- A. Develop a national strategy to promote trans awareness at a regional and branch level, with clear guidelines on how to support and educate mental healthcare providers;
- B. Set out clear objectives and guidance to branch and regional LGBT self organised groups (SOGs), promoting awareness of mental health issues specifically faced by the trans community;

- C. Call upon UNISON at a national level to consider a national survey of trans members to collect comprehensive information, which can be used to provide further evidence for the need to improve mental health provision for the trans community.

Northern region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

17. SUPPORT SERVICES AFTER HATE CRIME

Since Brexit there has been an unprecedented rise in hate crime. Different regions and cities are experiencing different levels of this, with xenophobia being widespread and in some parts of the United Kingdom there are increased numbers of homophobic/bi-phobic/transphobic incidents and in others there is discrimination against disabled people. Due to the subtle nature that hate crime can present itself it is not always straightforward for our members to raise issues and have this acknowledged by management, whether they are experiencing this directly or witnessing mistreatment of another individual.

Therefore to make it easier for activists to analyse and explain the different forms of hate crime experienced by our members, and allow us to work with managers to tackle these issues, we call on the lesbian, gay, bisexual and transgender (LGBT) national committee to:

1. Work with NatCen or a similar organisation to create a survey on hate crime experiences of our members;
2. Have this data analysed on a region by region basis.

As well as looking at hate crime it is important to look at the impact of austerity in general on those in protected groups, which has worsened with the fall of the pound since Brexit. It is also vital we find out how much the Tory cuts are impacting on LGBT disabled, LGBT youth and LGBT Black and ethnic minority support services.

As such we also call on LGBT national committee to:

3. Include questions on how austerity impacts on different protected groups;
4. Include questions on reduction, accessibility and knowledge (i.e. do our members know these exist) of support services;
5. Let branches within any region know of the available support services so they can communicate these to members affected by hate crime.

Eastern region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 17.1

In action point 1. delete 'work with NatCen or a similar organisation to create a survey on' and replace with 'explore options, such as via UNISON's annual equality survey, or working with appropriate external organisations, to gather information on'

National LGBT committee

18.* TERRORISM AND PUBLIC SERVICES

Conference deplores the recent acts of terrorism that have taken place this year in London and Manchester.

Conference praises the amazing response from our public and emergency services and notes that some of the most positive news coverage was the telling of stories about those that came to help.

From 999 call handlers to ambulance technicians, from nurses to crime scene investigators, these heroes are our members and they deserve to be praised.

Our public services are staffed by people from all communities, including the lesbian, gay, bisexual and transgender (LGBT) community, and conference believes that ensuring stories are told from all parts of our community is the best way to maximise the impact these stories have on the public.

Conference therefore calls on the national LGBT committee to:

1. Encourage LGBT members to contribute their stories to UNISON publications, including Out in UNISON;
2. Get LGBT voices incorporated into UNISON's Public Service Champions Campaign;
3. Produce LGBT Public Service Champions materials, including large items such as pull up banners, for use at campaigning events across the country.

North West region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 18.1*

In action point 3., delete 'produce' and replace with 'Look for ways, including encouraging regional LGBT general political fund bids, to secure'.

National LGBT committee

19.* CHAMPIONING LGBT RECRUITMENT

Conference notes that the more members we represent the stronger our voice both in workplace negotiation and in our political campaigning. Recruitment should therefore be a key priority for all of us and has long been a cornerstone of our lesbian, gay, bisexual and transgender (LGBT) organising.

Conference therefore welcomes the LGBT group's new recruitment toolkit which can be used by branches and regions to recruit new LGBT members to UNISON both in the workplace and in the community, including at pride events. The tool kit brings together an easy to use and accessible menu of flexible options that can be tailored according to local needs. It is a "live" resource which we will continue to add to as best practice emerges.

Conference further welcomes UNISON's Public Services Champions campaign. This campaign highlights the contribution of individual workers delivering public services, in their own voices, and makes a powerful case for the need to invest in public services as an alternative to austerity. The campaign aims to foster pride in our public services amongst both the public in general and potential members, and as such is also a valuable recruitment tool.

Conference welcomes the next phase of the campaign which includes identifying LGBT public services champions.

Conference calls on the national LGBT committee to liaise with the appropriate UNISON structures to:

1. Assist in identifying LGBT public services champions and to call for these to be widely publicised as part of the mainstream publicity campaign (including in social media materials) so that it is inclusive of the diversity of UNISON members;
2. Encourage members to use the public services champions materials, particularly in their work around LGBT and Black history months, pride events, international day against homophobia, biphobia and transphobia, bi visibility day, trans day of remembrance and other LGBT calendar dates;
3. Encourage branches and regions to use the new LGBT recruitment toolkit and to contribute to future iterations based on their experiences.

National LGBT committee

National LGBT committee position: **SUPPORT**

20. YOUNG PEOPLE AND SOCIAL MEDIA

Conference notes that less than 5% of UNISON members are under the age of 27, the union's definition of a young member, and there is often a lack of young members involved in UNISON structures and activism. Nonetheless, national lesbian, gay, bisexual and transgender (LGBT) conference has consistently had

much higher levels of attendance than other self organised group (SOG) conferences and we have a number of excellent young LGBT activists in our union.

However there is still significant work to do if we are to build a union for the future and buck the trend of declining union membership in the United Kingdom (UK) (although UNISON was the only UK union to have actually increased our membership last year and we are now the largest union in the country).

For many young people trade unions do not seem relevant; connecting with these potential members online and through social media will be pivotal to attracting them as members and as activists. This social media interaction needs to be deep rather than superficial, so that every online supporter develops an authentic relationship with the union.

Conference therefore calls on the national LGBT committee to work with the national young members forum and regional LGBT groups as appropriate to:

1. Develop a marketing plan to increase young LGBT member recruitment, which incorporates using social media;
2. Seek to develop a presence as an LGBT group on a more diverse range of social media platforms;
3. Work with the union's national structures to develop strategies for ensuring online contacts with potential young LGBT members are developed into real relationships with UNISON, whether as members or as activists.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

21. RETAINING LGBT MEMBERS WHEN THEY RETIRE

Conference notes that UNISON has over 172,000 retired members, about one member in eight, a number and proportion that continue to grow.

Conference recognises that:

1. Retaining members when they retire is not automatic. Trades unionism may no longer appear relevant so the case for remaining a member may need to be made anew;
2. Factors which lead, generally, to inclusion or exclusion apply here too. The national executive council (NEC) has reported that, whereas women account for 77% of full members, they account for only 61% of retired members appearing to imply UNISON is less successful at retaining women members when they retire than at retaining men. The same may be true of others who are under-represented in trade unions; and

3. There is evidence that UNISON retains the effective involvement of few retired lesbian, gay, bisexual and transgender (LGBT) members (including, for example, attendance at LGBT caucus at retired members' conference, what is known of retired members' participation in regional LGBT groups and the findings of the 2016 NatCen survey).

Conference believes that professing to make retired membership available to nearly all members but lacking an aim to retain them all and involve them effectively is likely to lead to:

- A. Loss of an organising resource that would otherwise be available to support the work of the union;
- B. Loss of political support since the ageing ex-members we exclude may tend to drift right not left; and,
- C. A disproportionate impact on LGBT members of whom there is already evidence of greater incidence of isolation and loneliness in old age.

Conference therefore urges UNISON to adopt a national strategy to retain all those who qualify for retired membership, supported by appropriate resources and targeted, especially, at those members UNISON may, currently, be less successful at retaining including LGBT members.

This strategy may need to take into account issues of retaining older members who are still working.

Conference instructs the national LGBT committee to:

- I. Raise this question with the NEC, with the other self-organised group national committees and with the retired members' national committee with a view to UNISON developing such a strategy and producing the resources to support it; and,
- II. Keep under review retention and involvement of retired LGBT members in branch and regional LGBT groups and in caucuses, how the groups and caucuses support retired LGBT members to take part in the retired members' organisation, what links groups have with corresponding retired members' groups and publicise good practice.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

22. QUEER FILM NETWORK

The Queer Film Network is a collective of over 15 lesbian, gay, bisexual and transgender (LGBT) film festivals from across Britain who aim to get LGBT films screened in local cinemas.

The UNISON North West LGBT group has worked closely with one of these festivals, Liverpool Pride at the Pictures, for the last 8 years, helping them screen films in venues across Merseyside whilst getting key UNISON messages including about our public service champions campaign across to audiences that we might otherwise never engage with. This has been done by holding stalls at screenings, giving out information packs on the door, putting information on seats, screening adverts at the start of each screening and having introductions prior to the screening starting.

Conference believes that we must be innovative with our recruitment, retention and engagement initiatives and supporting local LGBT organisations who share our goals and values can be exactly that.

Conference calls on the national LGBT committee to

1. Engage with the Queer Film Network with a view to supporting and promoting the work they do and also to link regional and branch LGBT groups with their local LGBT film festivals;
2. Liaise with the Queer Film Network prior to every UNISON LGBT conference so that local LGBT film festivals are aware of a potential audience;
3. Work with the Queer Film Network to consider ways to reinvigorate the LGBT film room at UNISON LGBT conference.

North West region LGBT group

National LGBT committee position: **SUPPORT**

CAMPAIGNING

23. PROGRESSION NOT REGRESSION ON LGBT EQUALITY

Though disappointed with June's general election outcome, conference is pleased Labour's overall Members of Parliament tally increased. The Tory parliamentary majority slumped, returning them with numerous shrunken constituency majorities, and there were unexpected wins, such as Labour gaining Kensington from the Tories, albeit by just 20 votes.

Conference recognises that hard-won Labour gains came in part through grassroots organiser and Labour party cohesion, alongside a surge in youth voter engagement. We're proud many of our activists engaged with this effort. We can and should harness this post-election enthusiasm, and the progressive, pro-equality and lesbian, gay, bisexual and transgender (LGBT) rights ideas these activists support, to regain the momentum lost since the financial crash, the start of austerity and Tory rule.

As Theresa May cosies up with the Democratic Unionist Party (DUP) and their hideous record on LGBT rights, aided by the £1bn magic money tree,

maintaining this engagement has never been more crucial. There are real threats to our hard-won rights, including equality protections and the Human Rights Act. Now more than ever, conference believes we must sustain pressure to end austerity, defend our existing rights and continue the fight for improved rights.

Conference welcomes the LGBT equality commitments in Labour's 2017 manifesto but believes there are areas where it should have gone further. These include silence on the issue of same sex survivor pensions or a commitment to protect vulnerable young people by providing safe and secure tenancies, at a time when LGBT youth homelessness is extremely high.

Conference welcomes the Supreme Court's unanimous ruling on survivor pensions and same-sex couples, won as a direct consequence of our protected rights under European Union (EU) Law. Not only must we fight for legislation to protect this win and bring it into effect, but also to bring forth protections in elderly care and housing for LGBT people.

Conference instructs the national LGBT committee to work with:

1. UNISON's young members forum to build on the increased young LGBT+ voter engagement;
2. Branch and regional groups to work with like-minded local groups, in line with UNISON's objectives and priorities;
3. The national executive council and our Northern Ireland representatives to highlight the DUP's regressive and anti-LGBT views;
4. Labour Link for the Equality Act 2010's progressive reform, including enactment of dormant provisions and the inclusion of protection for 'sex characteristics', strengthening transgender protections, review of the Gender Recognition Act and bringing LGBT hate crime laws in line with those on racist hate crime;
5. Labour Link for the European Union (Withdrawal) Bill, or equivalent, to include protections and improvements arising from EU LGBT equality legislation, and to oppose any attempts to repeal the Human Rights Act 1998.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 23.1

In the final paragraph, in sub-paragraph 4., after 'provisions' add a comma then 'rescinding paragraph 18 of schedule 9 of the act, which, before it was disapplied by the Supreme Court, restricted its application to occupational pension schemes' and in sub-paragraph 5. after 'include' add 'all the'.

West Midlands region LGBT group

Amendment 23.2

After fourth paragraph insert:

“Conference acknowledges the 2017 Labour Manifesto was drafted to a tight timeframe and believes there are further developments that could build on what was achieved. These include:

- A. Full implementation of the originally envisaged Equality Act, including double discrimination provisions;
- B. Recognising non-binary gender identities in official documentation and at work;
- C. Ending the religious exemptions to equality legislation.

Labour’s manifesto also committed to repeal the hated bedroom tax and a review of George Osborne’s £7bn benefit cuts that have yet to be implemented, although just £2bn was put aside for this, leaving many of these cuts untouched. Many of our LGBT members on low pay rely on in-work benefits such as family tax credits to make ends meet and many trans members in particular, due to workplace discrimination, may have significant periods where they are reliant on out of work benefits. This is why it is so important that the Labour party continues to defend the welfare state and in particular the benefit system which many LGBT people rely on.”

In final paragraph action point 4., after “characteristics’,” inset “recognition of non-binary identities and an end to religious exemptions,” and insert new action point:

- “6. Labour Link to lobby the Labour Party to look at ways of rolling back much more of George Osborne’s welfare cuts, including cuts to working families tax credits, the single room rate, and universal credits related cuts.”

Greater London region LGBT group

24. DEFENDING LGBT RIGHTS

Conference recognises both the progress in lesbian, gay, bisexual and transgender (LGBT) rights and the various threats to them.

Brexit could lead to hard won LGBT rights including employment, health, marriage, asylum, immigration and the rights to goods and services being rolled back.

Conference is also deeply concerned about the various moves to restrict both equality legislation and trade union activity by the current United Kingdom (UK) Government.

We find it abhorrent, the buying of votes of the Democratic Unionist Party (DUP) for £1.5 billion to prop up the floundering Tory Government, who are content to continue an austerity agenda, which attacks the most marginalised and poorest of our society.

Conference is also concerned about the voting record of the Tories, with the majority of Conservative Members of Parliament (MPs) and all of the DUP MPs in the last Parliament failing to support same sex marriage.

Conference deplores the prominence their agreement with the Conservatives gives the homophobic DUP in UK politics.

Conference calls on the national LGBT committee to work with the national executive council, regions and branches:

1. To defend our LGBT rights;
2. Continue to fight against the austerity agenda which impacts disproportionately on our community;
3. Actively campaign against any weakening of equality legislation;
4. Publicise and raise awareness of the erosion of our rights.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

25. SUPPORT LGBT ASYLUM SEEKERS AND REFUGEES

Conference notes that although in this country and across the world we have made great strides in lesbian, gay, bisexual and transgender (LGBT) rights including marriage equality, adoption rights, trans rights and anti-discrimination laws there are still countries where the LGBT community face great levels of discrimination with often deadly consequences.

A recent example of this can be seen within Chechnya, an administrative unit of the Russian Federation. A brutal campaign against gay men has swept across the region. Hundreds of men who are suspected by the authorities of being gay have been abducted, put into "concentration camps", tortured and even killed.

A report by ILGA in 2016 showed there are over 70 countries in the world that have anti-LGBT laws. These include imprisonment and the death penalty.

Consequences of anti-LGBT legislation and attitudes in these countries mean many LGBT people are having to flee their home countries and seek asylum within the United Kingdom (UK). However, as documented in a joint report conducted by Stonewall and the UK Lesbian and Gay Immigration Group (UKLGIG), No Safe Refuge, these refugees are not always greeted with open arms and can face discrimination and abuse within the UK asylum system. The report summarises the following:

1. LGBT asylum seekers face discrimination and harassment in detention centres;
2. Trans asylum seekers face threats of violence in detention;
3. Due to lack of training and in some cases discriminatory attitudes, detention staff fail to protect LGBT asylum seekers from abuse;
4. LGBT asylum seekers cannot fairly pursue their legal claim while being detained. They are required to “prove” their sexual identity or gender orientation which can be difficult due to being detained and some case workers have been known to request explicit material;
5. Detention has serious ill-effects on the mental health of LGBT claimants. With high levels of depression, self-harm and suicide reported;
6. Medical treatment fails to meet the needs of LGBT detainees;
7. Health care staff aren’t equipped to respond to the needs of trans people;
8. LGBT asylum seekers find it difficult to settle back into society following experiences in detention.

LGBT asylum seekers and refugees are a highly vulnerable group who have little in the way of support structures, even if their claim has been successful they often have no community networks to seek support from. Many face isolation and continued discrimination.

Conference calls on the LGBT committee to:

- A. Work with UNISON Labour Link and lobby Members of Parliament to raise in Parliament and campaign against the discrimination and abuses LGBT asylum seekers and refugees face;
- B. Work with in collaboration, where appropriate with our UNISON International colleagues and organisations such as Amnesty International, Stonewall, ILGA and UKLGIG to campaign against discrimination and raise awareness of the situation faced by LGBT refugees and asylum seekers within the UK and abroad;
- C. Support regions and branches in creating and linking in with community networks that support LGBT refugees and asylum seekers.

Newcastle Hospitals UNISON branch LGBT group

National LGBT committee position: **SUPPORT**

26. SUPPORTING UNACCOMPANIED YOUNG ASYLUM SEEKERS IN SCOTLAND

Conference welcomes the commitment of the Scottish Government and many Scottish local authorities to give a home to unaccompanied young people who have fled persecution from their countries of origin.

Many of these young people have travelled through Europe in dangerous circumstances and ended up in transit camps such as the notorious “jungle” in Calais; having experienced major traumas such as human trafficking, sexual exploitation and beating from the police and others.

Many of these young people will be lesbian, gay, bisexual and transgender plus (LGBT+) and it is important that they are supported in Scotland not only to deal with the traumas associated with their past experiences, but also assisted to express their identities as LGBT+ young people.

Conference calls on the national LGBT committee to:

1. Work with national executive council to encourage the United Kingdom (UK) Government and other devolved administrations to make similar commitments for these vulnerable young people;
2. Raise awareness of these issues amongst branches and regions;
3. Promote training for staff who work with these young people;
4. Encourage LGBT+ members and others to consider offering supported accommodation to these young people via bona fide schemes run by the local authorities.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

27. MENTAL HEALTH MATTERS

Conference notes that mental health is a workplace issue – stress and anxiety have replaced back pain as the most common reason for people taking time off work.

Conference further notes that numerous studies show the particularly high incidence among lesbian, gay, bisexual and transgender (LGBT) people:

1. Stonewall’s 2016 lesbian and gay health studies found that 22% of gay men and 26% of bisexual men experienced some level of depression. 79% of lesbian and bisexual women had a spell of depression or low mood. A separate study showed 84% of bisexual women had a spell of depression;

2. The Scottish Trans Mental Health Study found 88% of trans people had an experience of mental ill health;
3. Work by Public Health England shows that homophobia, biphobia and transphobia have a key role in creating an environment that negatively impacts a person's self esteem.

Conference notes that this does not take place in a vacuum. While the Tory Government claims to be prioritising addressing mental health, findings for UNISON from NatCen Social Research show the implications of public spending cuts for LGBT people and services. The research report repeatedly references the impact on people's mental health and on mental health services, both for those experiencing mental health illness and those with mental health conditions.

The decline of specialist mental health services due to funding cuts results in fewer opportunities to manage mental ill health in the community. There are longer waiting lists to access community mental health teams and numbers of people having to go out of area have increased 40% over the last two years. Young trans people struggle to access Child and Adolescent Mental Health Services (CAMHS) with examples of CAMHS teams refusing to support young people due to lack of knowledge on trans issues.

Conference welcomes UNISON Mental Health Matters campaign, which was initiated in UNISON's health group, but which applies across employers. This campaign covers both our demand for more investment in mental health services and for improved support for all workers experiencing mental health issues, noting that while individual workers need support, overall it is the working environment that needs to change, not the worker.

Conference also welcomes the proliferation of other UNISON initiatives including training for stewards, the development of mental health champions, and the campaign led by young members to step up action against bullying and harassment.

Conference calls on the national LGBT committee to:

- A. Continue to promote the findings of NatCen's research for UNISON on the impact of public spending cuts on LGBT people and services, use it in our campaigns and seek ways for it to be included in other UNISON campaigns;
- B. Work with and promote UNISON's Mental Health Matters campaign and other UNISON campaigns on mental health, including by providing LGBT information and demands;
- C. Urge branch and regional LGBT groups to get involved in these campaigns and to feed in the LGBT perspective locally and regionally.

National LGBT committee

National LGBT committee position: **SUPPORT**

28. MEDICAL PATHWAY FOR GENDER TRANSITION

Conference will be aware that the process for transitioning gender is not an easy one. We have had examples of individuals being denied their hormonal therapy despite beginning the transitional process and therefore placing them at risk of putting a halt to the progression in the route to becoming who they truly wish to be. Such actions put those who identify as transgender into a state of severe anxiety with the potential for suicide attempts or self-harm.

As an example of difficulties, within Cymru/Wales the medical pathway is beset by obstacles by those who seek to transition, where an individual must approach their own General Practitioner (GP). Many GPs either have no experience or have a basic knowledge of gender identity, are dismissive or unsupportive of trans individuals. Upon this first hurdle, an individual is then referred to a specialist in endocrinology for a diagnosis to be made of gender dysphoria. After diagnosis, a decision must be made by the Welsh Health Specialist Services for funding for an individual to be referred to a Gender Identity Clinic. This body can have the final say as to whether treatment can be provided for those who seek it. However, there are no guidelines as to how the decision is reached or an appeal process if it is refused.

In Wales, the service and support available is also a postcode lottery because of what can be provided by your Local Health Board. For instance, one Health Board may consider procedures such as electrolysis as a cosmetic procedure, others may provide the funding for it.

To decide to transition for a person is going to be one of the biggest decisions, but to face the obstacles as described above, it must be said that we can almost understand why individuals get frustrated and angry about the long drawn out process.

Conference is aware that the Wales Government promised to make the medical pathway for gender transition to be clearer following an announcement in 2016 – but we have yet to see evidence of this. Conference is also concerned that similar difficulties and barriers are likely to exist in other regions and nations.

Conference asks the national lesbian, gay, bisexual and transgender committee to:

1. Engage with the health service group and continue to emphasise the importance of correct and appropriate pathways for those seeking gender transition;
2. Assist with the lobbying of the United Kingdom and devolved governments to publish their medical pathway guidelines (or similar) and how to simplify the process;
3. Investigate instances of trans people reporting their medical pathways being interrupted by hormone therapy being stopped or discontinued by their health service provider.

Cymru/Wales region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 28.1

Delete the first paragraph, and replace with:

‘Conference will be aware that transition is not an easy process for many people. Instances where trans people have had their hormone treatment halted can be particularly distressing, and may result in the trans person experiencing mental ill health and a risk of self-harm or suicide attempts.’

In the fourth paragraph delete ‘To decide to transition for a person is going to be one of the biggest decisions, but’ and replace with ‘It may take a person a considerable length of time to take the first steps towards transitioning medically, and then’.

Delete “it must be said that we can almost understand why individuals” and replace with “it is no surprise that people”.

Add at end of the fifth paragraph:

‘However, In August 2017, the Welsh health secretary announced that the foundations of a new interim care pathway, endorsed by the All Wales Gender Identity Partnership Group which includes representatives from the transgender community and service users, will be put in place by the autumn.’

Delete action point 3.

National LGBT committee

29. REFORM OF THE GENDER RECOGNITION ACT

Conference welcomes United Kingdom (UK) Government and Scottish Government consultations on reform of the Gender Recognition Act 2004 (GRA) to make it easier for transgender people to change the gender on their birth certificates. This is long overdue as the UK has fallen far behind the gender recognition procedures in more than a dozen other countries, including our closest neighbour, Ireland.

Conference notes that the current GRA requirements are a humiliating, offensive and expensive red-tape nightmare that requires trans people to submit intrusive psychiatric evidence to a faceless tribunal panel. Reforming the GRA to allow trans people to change the gender on their birth certificates by self-declaration, without having to provide intrusive psychiatric reports and other onerous evidence, is an important step towards transgender equality. However, to fully catch up with international best practice, the GRA also needs to be reformed to allow young people to legally change their gender on their birth certificates with parental consent, and needs to legally recognise non-binary trans people who identify as neither men nor women.

Conference further notes that contrary to some media scaremongering:

1. Reform of the legal gender recognition process will not affect access to National Health Service medical gender reassignment services;
2. Sports bodies will continue to have the power to restrict participation after legal gender recognition where this is necessary to ensure safe and fair competition;
3. It is a serious criminal offence, punishable by imprisonment, to lie on a statutory declaration when self-declaring gender so the process will not be open to misuse;
4. Making it easier to change birth certificates will not affect access to single-sex services because trans people can already use the self-declared gender recorded on their passports and driving licences as identification: trans women early in their transitions already regularly use women's services and facilities without any problems;
5. Young trans people under the age of 16 who have socially transitioned can already change the gender on their passport, school records and medical records with their parents' consent. Also allowing their birth certificate to be changed is safe and appropriate. Legal gender recognition is completely separate from any medical treatment decisions such as starting puberty-blockers.

Conference therefore calls on the national lesbian, gay, bisexual and transgender (LGBT) committee:

- A. To support the Equal Recognition Campaign, led by the Scottish Trans Alliance, calling for full reform of the Gender Recognition Act 2004 to create a self-declaration process, open to under 18s and providing non-binary recognition;
- B. To work with the national executive council and Labour Link to lobby Members of Parliament and Members of the Scottish Parliament in support of the calls of the Equal Recognition Campaign, encouraging regional and branch LGBT groups to take this up;
- C. To counteract media scaremongering by educating UNISON members about GRA reform.

Transgender members' caucus

National LGBT committee position: **SUPPORT**

Amendment 29.1

Change point C. to state:

"Counteract scaremongering by the media and recent statements by officials from other Trade Unions by working with the TUC (Trade Union Congress) where appropriate to raise awareness and educate UNISON and other Trade Union members on GRA reform."

Northern region LGBT group

30. SELF-DECLARATION OF GENDER IDENTITY IN WOMEN'S SERVICES

Conference believes that there is no single universal experience of womanhood, but that all women, whether they are trans or not, face harm from sexism and gender-based violence. Conference further believes that embracing our diversity makes our self-organisation stronger.

Conference notes that for as long as we have had a lesbian, gay, bisexual and transgender (LGBT) group, UNISON has successfully been using self-declaration of gender identity within its women's self-organised group.

Conference commends Scottish Women's Aid, Rape Crisis Scotland and Engender on their long-standing trans inclusivity and adoption of self-declaration of gender identity for access to services.

Conference calls on the national LGBT committee to:

1. Produce information for activists highlighting good practice in organisations such as those mentioned previously;
2. Work with the wider union to ensure that services aimed specifically at women are inclusive of all women; and,
3. Encourage other providers of women's services to adopt self-declaration of gender identity.

Transgender members' caucus

National LGBT committee position: **SUPPORT**

31. PROTECTING TRANS PRISONERS

It is not sufficient that the Government has privatised our prisons, or that they have slashed funding to the point where prisons are in crisis. There has been a 92% increase in prisoner numbers since 1993, while our population has risen by only 12%. Prison officer numbers have been falling consistently, down by 26% since 2010.

This has tragic consequences, with officers in no position to give the help that is so desperately needed by the most vulnerable inmates. While every death is a tragedy, deaths amongst the normal prison population are less than a tenth of 1%; deaths amongst transgender prisoners are 5%. There have been 4 deaths of transgender prisoners in the last 14 months.

After the recent tragic death of Jenny Smith, a transgender woman on remand in a male prison, it is time to say 'Enough is enough!'

The Prisons and Probation Ombudsman has acknowledged that more needs to be done, and conference agrees.

Conference calls on the national lesbian, gay, bisexual and transgender committee to:

1. Work with Labour Link to petition the Government to house transgender prisoners according to their presented gender, rather than their birth gender, and end the discrimination against those transgender prisoners who do not have a Gender Recognition Certificate;
2. Petition the Ministry of Justice to start collecting data on transgender prisoners to understand their representation in the Criminal Justice System and identify the resources needed to support them;
3. Formulate a strategic plan to progress the development of transgender rights and improved treatment across the private and public sector.

South East region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

32. TRANS AND GENDER NON-CONFORMING YOUNG PEOPLE IN SCHOOLS, COLLEGES AND UNIVERSITIES

Conference notes with concern the high levels of transphobic bullying and discrimination experienced by many young people who self-identify as trans boys, trans girls, non-binary people or who are perceived as gender non-conforming. The School Report 2017 by Stonewall and the University of Cambridge Centre for Family Research found that 64% of trans pupils are bullied for being lesbian, gay, bisexual and transgender (LGBT) and nearly one in ten (9%) of trans pupils have received death threats. The report found that more than two in five trans pupils (44%) say that staff at their school are not familiar with the term 'trans' and what it means. Just four in ten (41%) report that their schools say transphobic bullying is wrong. One in three trans pupils (33%) are not able to be known by their preferred name at school, while three in five (58%) are not allowed to use the toilets they feel comfortable in.

Conference notes that young people of any age who express any desire to transition socially, including to express a non-binary gender identity, have the protected characteristic of gender reassignment under the Equality Act 2010. Young people who are perceived as potentially trans due to being gender non-conforming are also protected by the Equality Act 2010.

Conference calls on the national LGBT committee to work with education sector allies across UNISON and via the Trades Union Congress and other education unions in support of:

1. Initiatives to reduce gender stereotyping of young people;
2. Increased positive trans-inclusion within the curriculum, including visibility of diverse gender non-conforming and trans role models for young people;

3. Provision in schools, colleges and universities of gender neutral toilets and changing facilities and improved design providing greater privacy (for example, lockable cubicles rather than open-plan communal changing rooms);
4. Increased awareness among education providers of their legal requirement to respect each young person's gender identity and uphold their rights under the Equality Act 2010, including:
 - A. To efficiently update name, gender, title and pronouns on records when requested by young people (or by their parents if under 16);
 - B. To maintain confidentiality about young people's gender history;
 - C. To prevent transphobic harassment and bullying, including misgendering pronouns and dead-naming (calling a trans person by their pre-transition name).

Transgender members' caucus

National LGBT committee position: **SUPPORT**

33. STONEWALL – REPAIRING THE DAMAGE

Stonewall has a long history of campaigning as a lesbian, gay and bisexual (LGB) rights charity and as part of that history it has given advice on developing LGB equality policies to a number of private, community and public organisations, including some trades unions. On their current website Stonewall tell us that they "have laid deep foundations across Britain - in some of our greatest institutions."

Prior to 2015 Stonewall did not work on trans equality so any policy advice or guidance given to institutions while 'laying these foundations' was based upon LGB issues only.

A number of the organisations that have received advice from Stonewall do not recognise that the policies they have developed are on sexual orientation equality only, resulting in some of them unfortunately promoting them as lesbian, gay, bisexual and transgender (LGBT) policies when in fact they are not.

Since 2015 Stonewall have been working with a selection of people from the trans community and have established a Trans Advisory Group and now describe themselves as campaigning 'for the equality of lesbian, gay, bisexual and trans people across Britain'. Stonewall's Chief Executive Ruth Hunt has recognised the organisations failure and made the following public apology to trans people, saying that: "We made a series of cockups,.....We invited speakers with a transphobic history, we nominated them for awards, we made a film for secondary schools which included the word "tranny" unhelpfully ... we were often in positions of privilege and opportunity with ministers where we could have talked about trans issues. By not doing, we were doing more harm."

Conference acknowledges this apology for the aforementioned “cockups” by Stonewall. However the apology does not recognise the sexual orientation advice and guidance they have supplied when laying their foundations within United Kingdom institutions has potentially done long term damage by not also giving advice on trans issues.

Under the leadership of Ruth Hunt, Stonewall are now seeking to build and develop collaborative relationships. At this year’s TUC LGBT conference she expressed to delegates the need for them and the trades unions to work together.

In principle, conference supports this ideal however conference also believes that the advice given to the many organisations by Stonewall in which they have ‘laid foundations’ needs to be updated. It needs to be fully trans inclusive, and active steps taken to make sure that all organisations are advised on sexual orientation AND trans equality issues.

As such conference is calling on the national LGBT committee to:

1. Lobby Stonewall asking them to contact all organisations to which they have given LGB advice within the last 10 years and provide and promote advice on trans equality;
2. To report back to this conference on the lobbying activity and the response from Stonewall.

Northern region LGBT group

National LGBT committee position: **OPPOSE AND AMEND**

Amendment 33.1

In the third paragraph, delete ‘do not’ and replace with ‘seem not to’.

In the fifth paragraph, delete ‘by not also giving advice on trans issues’ and insert ‘unless organisations have subsequently taken steps to revise their policies to incorporate trans equality issues’.

Insert new paragraphs after the fifth paragraph:

‘Conference therefore welcomes the announcement by Stonewall in 2015 of positive steps to become truly trans inclusive in its own work and of its commitment to working with trans people and groups to support progress in trans-specific areas of work.

It also welcomes the publication of ‘A vision for change: acceptance without exception for trans people 2017 – 2022’ and a series of guidance booklets on supporting trans people in the workplace.’

In the seventh paragraph, delete all after ‘also believes that’ and insert:

‘this has to entail the inclusion in all Stonewall employment guidance of appropriate references to trades unions. Further, that Stonewall should take all possible steps to encourage organisations to which it has given advice to review and revise their policies, if necessary, to be fully trans inclusive.’

In action point 1., delete all after ‘asking them to’ and insert:

‘revise their employment guidance to include appropriate references to trades unions and take all possible steps to encourage organisations they have previously advised to review their policies to ensure they are fully trans-inclusive;’

National LGBT committee

34. CARE OF OLDER LESBIAN, GAY, BISEXUAL AND TRANS PEOPLE

Conference recognises that lesbian, gay, bisexual and transgender (LGBT) people can become isolated in their older life and have particular needs as they age, which would cover the whole range of issues, from health, care, finance and access to services.

Conference also notes there is a lack of LGBT awareness within the care sector, more than likely the result of reduced training or education available to those who work within these services. The Equality Act 2010 recognises sexual orientation and gender reassignment as protected characteristics such as care homes are obligated to provide services that include and represent the needs of the aging population. The LGBT community have the right to be treated with dignity and with due regard to their sexual orientation and/or gender identity.

Conference calls on the national LGBT committee to:

1. Raise awareness with branches and regional self-organised groups of the needs and special circumstances of older LGBT people;
2. Engage with regions and services groups to identify what provisions currently exist for older LGBT people within their areas.

Cymru/Wales region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 34.1

In the first paragraph, delete "would" and insert "could".

In the second paragraph, first sentence, insert "parts of" after "within".

In the second paragraph, second sentence, insert "and providers of services" after "characteristics"

In second paragraph, second sentence, delete all after "services that" and insert "meet the needs of all service users" .

In point 1., delete "needs and special circumstances" and insert " particular needs".

In 2., delete "identify what" and insert "seek to identify what care".

Lambeth branch LGBT group

35. SURVIVING PARTNERS' PENSIONS

Conference notes that:

1. Works pensions do not have to treat widows, widowers and surviving same sex spouses and partners alike and the Equality Act 2010 did not put an end to this discrimination;
2. The Marriage (Same Sex Couples) Act 2013 required the United Kingdom (UK) Government to review surviving partners' benefits in occupational pension schemes; and,
3. The UK Government published its review on 26th June 2014 estimating the cost of equalisation but making no recommendations nor indicating any process or timescale to lead to deciding what to do.

Conference also notes that Government inaction, at the time and since, appears to stem from reluctance to impose on pension schemes costs it has described as 'retrospective'.

Conference rejects this approach since it amounts to re-imposing the cost of an historic injustice on to those who suffered the injustice.

Besides, conference observes that couples' mutual support in old age benefits society as a whole. Such relationships promote good health and the unpaid care partners provide each other relieves pressure on social care services. Conference therefore believes that such relationships deserve recognition within the pension system and this should be without regard to the gender or sexual orientation of the partners.

Conference is disappointed to note that the Labour front bench in 2014 appeared to share the Government's view about retrospection and that attempts by UNISON and other unions, working via the Trade Union and Labour Party Liaison Organisation (TULO) to get equal survivors' pensions into Labour Party manifestoes for the 2015 and 2017 general elections were both unsuccessful.

Conference confirms its aim to bring widowers' pensions and those for surviving same-sex spouses and civil partners into line with those for widows in all respects.

Conference instructs the national lesbian, gay, bisexual and transgender (LGBT) committee to:

- A. Approach the national executive council, the national retired members' committee and the national labour link committee with a view to developing a broad-based and sustained campaign; and,
- B. Seek to ensure that the Trades Union Congress LGBT Committee continues to give the campaign regular attention and raise it, if need be, with the Scottish Trades Union Congress, the Irish Congress of Trade Unions and others as appropriate.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 35.1

Add a new sixth paragraph:

"Conference welcomes the decision of the Supreme Court in the case of Walker v Innospec on 12th July 2017 which, relying on European Union law, appears, largely, to have resolved this matter. However, this decision remains subject to appeal to the Court of Justice of the European Union, it will need to be transposed into UK law as part of the European Union (Withdrawal) Bill and it is not, so far, clear that the decision sets a precedent that, used in future cases, will achieve all of UNISON's objectives. Conference therefore continues to favour primary UK legislation on this matter."

Islington branch LGBT group

36. THE BLOOD BAN CONTINUES

Conference is aware of the current restrictions relating to the donation of blood and/or platelets that prohibit gay and bisexual men from giving blood if they have been sexually active in the previous 12 months.

Conference welcomed the news in 2011 the lifetime ban preventing all gay and bisexual men from donating blood was reduced to a year. However, conference is disappointed that although the United Kingdom Government announced in June 2016 they were going to review the ban, there has been no movement on this. A generalised assumption that blood donated by men who have sex with men regardless of whether they practice safe sex or not further reinforces the stigma associated with the lesbian, gay, bisexual and transgender (LGBT) community.

Conference believes the restriction is unnecessary in an era where medical technology is far more advanced and is buttressing social discrimination.

Conference asks the national LGBT members committee to:

- 1. Liaise and engage with Labour Link and other structures within the union to raise this issue and request the lobbying of Members of Parliament in

order to review the current restrictions to blood donation, in view of eliminating the restriction for gay and bisexual men;

2. Report back to the national LGBT conference in 2018 on progress.

Cymru/Wales region LGBT group

National LGBT committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 36.1

Change 'gay and bisexual men' to 'men who have sex with men' in first paragraph and action point 1.

In the second paragraph:

Delete 'However, conference is disappointed that although'.

Delete 'there has been no movement on this' and replace with 'The deferral time for men who have sex with men will be reduced to three months in Scotland from November 2017, and England from early 2018. Wales will join England and Scotland on implementing a 3 month deferral policy. However, the one year deferral period will remain in Northern Ireland.'

Change 'safe sex' to 'safer sex'.

In the third paragraph, delete all after 'Conference believes' and insert 'any restriction must be based on the most up to date science and not on stigmatising assumptions.'

In action point 1. delete 'the union' and replace with 'UNISON, other appropriate unions and the TUC'.

National LGBT committee

37. PRIDE EVENTS OPEN TO ALL

Conference notes that in recent times the bigger lesbian, gay, bisexual and transgender (LGBT) pride events have increasingly become sponsored through significant commercialisation. This can lead to an almost 'coercive control' of organisational arrangements by these corporate sponsors to the point that the true nature, origins, purpose and community spirit can become marginalised. Ironically and frustratingly, LGBT groups, allies and the trade union movement can become marginalised at events whose origin is found in marginalised groups standing up for the rights of other marginalised groups in the initial Stonewall riots in New York in 1969.

This distorts and threatens the integrity of the LGBT pride movement. Further issues arise when police and local authorities restrict attendance or impose large costs on pride organisers.

This year we were very close to seeing the pride march in London going ahead without a significant portion of our community: bisexual people. Thankfully, following outcry from the bi community, a compromise was reached which allowed bi representative groups to apply to march collectively in a single bi block.

Conference recognises that UNISON cannot dictate to pride organising committees, however UNISON can work with other unions and the Trades Union Congress to promote best practice in making pride events open to all parts of the LGBT community.

Conference therefore calls upon the national LGBT committee to take this forward, working in conjunction with the national caucuses and regional and branch LGBT groups.

Bisexual members' caucus

National LGBT committee position: **SUPPORT**

INTERNATIONAL

38. OUR PLACE ON THE GLOBAL STAGE POST-BREXIT

Conference is concerned that post-Brexit, lesbian, gay, bisexual and transgender (LGBT) rights will be undermined at home and abroad due to the Tory Government's weak and wobbly Brexit and trade negotiations failing to take into account social and environmental protections, workers and human rights. Michel Barnier, the chief negotiator for the European Commission, warned Britain it must give assurances it will not seek "unfair competition" after Brexit by watering down environmental and social protections.

In July, in a move criticised by the Trades Union Congress (TUC) and trade unions, International Trade Secretary Liam Fox commenced discussions with his United States (US) counterpart on a trade deal despite European Union (EU) rules meaning the United Kingdom (UK) cannot sign a trade deal until it has left the EU. "Ministers should be focused on getting the best possible deal with the EU, rather than leaping into bed with Donald Trump," TUC boss Frances O'Grady said.

Fox announced the UK will open three new trade offices in US cities, including Minneapolis, San Diego and Raleigh, North Carolina which introduced the "Bathroom Law" discriminating against trans people and contributing to a vitriolic atmosphere of hate for LGBT people. This move by the UK Government disregards concerns of LGBT groups in the UK and US.

The US has not ratified some of the most fundamental labour rights conventions set out by the International Labour Organisation (ILO), including freedom of association and collective bargaining.

Conference is concerned that the painstaking work over decades to build UK public services that are accessible and inclusive will be dismantled if profit becomes the only driver and which will detrimentally impact the most disadvantaged in society who are the most reliant on public services and most likely to be in precarious employment.

Further concerns are that future trade deals will be made with countries that have little regard for public services, trade unions rights, or human rights of LGBT people and workers.

Yet the UK Government still maintains that it wishes to promote LGBT equality in its international work, while its actions on trade would suggest the opposite.

Conference notes opportunities to take our campaigns forward, including around the forthcoming Commonwealth Heads of Government Meeting (CHOGM), which the UK is hosting in April 2018. Conference welcomes work carried out during 2017 to build on links with international allies including LGBT networks in other unions and global union bodies, and LGBT community organisations including ILGA and The Commonwealth Equality Network.

Conference therefore instructs the national LGBT committee, working with relevant UNISON structures and appropriate external organisations, to:

1. Campaign for the inclusion of social and environmental protections, LGBT, human and workers rights in trade negotiations and for no less protection than we have now;
2. Continue our links with international allies;
3. Continue work up to and beyond the 2018 CHOGM;
4. Raise awareness on these issues and engage branch and regional LGBT groups in campaigns.

National LGBT committee

National LGBT committee position: **SUPPORT**

39. PERSECUTION IN CHECHNYA

Conference notes that earlier this year it was widely reported that up to 100 men suspected of being gay had been abducted, tortured and otherwise ill-treated (with three reported to have been killed by their captors) as part of a coordinated government campaign in Chechnya.

Both Chechnen President Ramzan Kadyrov and his spokesperson deny that gay men even exist in Chechnya, stating: 'You cannot arrest or repress people who just don't exist in the republic. If there were such people in Chechnya, the law-enforcement organs wouldn't need to have anything to do with them because their relatives would send them somewhere from which there is no returning.'

The latest updates on the persecution of men perceived to be gay or bisexual in Chechnya report that over 100 have sought assistance from the Russian lesbian, gay, bisexual and transgender (LGBT) Network testifying that Chechen authorities were directly involved in detention, torture and extra-judicial killings.

Most detainees have been released and some resettled outside Chechnya. But state officials have pressured victims into silence, forcing families to sign statements claiming they are happy with the work of law enforcement officers.

Conference welcomes action by ILGA-Europe and its members, including the Russian LGBT Network, to help victims and their endangered family members escape, gain visas from European governments and support on arrival from local lesbian, gay, bisexual, transgender and intersex (LGBTI) groups.

Conference also welcomes the outcry from global unions, governments including United Kingdom, United Nations, Council of Europe and organisations including Amnesty International (AI).

Conference calls on the national LGBT committee to:

1. Continue to support ILGA-Europe in its work of monitoring the situation, demanding an effective remedy for victims and thorough investigation (as promised by Russian authorities), promoting the dedicated fund for this;
2. Continue to promote affiliation to ILGA-Europe to branches and regions;
3. Support further initiatives by AI which highlight the persecution of LGBTI people;
4. Continue to work with Labour Link, LGBT Labour and Members of Parliament and other appropriate organisations like UK Lesbian and Gay Immigration Group (UKLGIG) and Lesbians and Gay Support the Migrants (LGS Migrants) to demand improved access for LGBT+ asylum seekers.

North West region LGBT group
National LGBT committee position: **SUPPORT**

40. SECURING LGBT RIGHTS ON ILO AGENDA

Conference notes that the International Labour Organisation (ILO) is the only international organisation empowered to set standards for workers rights and to monitor and supervise their implementation. Within the United Nations system, it has a unique tripartite structure with workers and employers participating as equal partners with governments.

Conference further notes that the ILO sets international labour standards though a system based on conventions. Eight key conventions are recognised as defining the fundamental human rights of workers.

One of these is Convention 111 on Discrimination in Employment and Occupation, adopted in 1958 and ratified by the United Kingdom in 1999. Although this convention does not explicitly include sexual orientation or gender identity, some of its provisions have allowed these discrimination grounds to be included in some of the work of the ILO, following sustained pressure from trade unions.

In 2011, the ILO published a ground-breaking global report on equality at work that included a section, headed ‘sexual orientation’ but actually on lesbian, gay, bisexual and transgender (LGBT) workers. Since 2012, the ILO has been implementing the ‘Gender Identity and Sexual Orientation: Promoting Rights, Diversity and Equality in the World of Work (PRIDE)’ project, which has included research on discrimination against LGBT workers across the world and highlighting good practice. The report on ‘Fundamental Principles and Rights at Work – from challenges to opportunities’ submitted for discussion at the 2017 International Labour Conference (ILC) made several references to LGBT workers.

However, the PRIDE project was funded by the Norwegian government, funding going forward is not guaranteed, and recent attempts by trade unions at the ILC to get an explicit mandate for the ILO to take forward work on anti-LGBT discrimination/violence at work over the next 4 years were implacably opposed by the employers group.

Conference therefore welcomes the agreement by the Public Services International (PSI) Executive to amendments suggested by UNISON to the draft PSI Programme of Action 2018 – 2022, submitted to the 2017 PSI Congress, including making specific references to discrimination against intersex (I) workers and a commitment for PSI to work for the explicit confirmation that Convention 111 covers LGBTI workers.

Conference recognises that although PSI has, along with Education International (EI), been active in promoting LGBT equality, there is a need for work with other global union federations to encourage them to adopt similar policies and to cooperate with PSI and EI in work towards the ILO.

Conference therefore instructs the national LGBT committee, working with the national executive council, ILGA and other organisations as and where appropriate, to:

1. Press the TUC to continue to work for the inclusion of all forms of discrimination within the work programme and policies of the ILO to promote LGBTI equality internationally;
2. Work with sister unions, PSI and EI to encourage other global union federations to develop their work on LGBTI equality;
3. Seek to develop a campaign towards the ILO to explicitly confirm that Convention 111 covers LGBTI workers.

National LGBT committee

National LGBT committee position: **SUPPORT**

41. PALESTINE: 50 YEARS OF OCCUPATION, 10 YEARS OF SIEGE

Conference notes that 2017 commemorates the 50th anniversary of the occupation of East Jerusalem, the West Bank and Gaza, the 10th anniversary of the siege of Gaza and the centenary of the Balfour Declaration. These events continue to have a devastating impact on the lives of 1.9 million people living under siege in Gaza, 2.7 million people in the illegally occupied West Bank and the millions of refugees forced from their homes.

Conference recalls that the resolution 'Palestine' adopted by 2016 lesbian, gay, bisexual and transgender (LGBT) conference endorsed UNISON policy in support of the Palestinian people and Boycott, Divestment and Sanctions (BDS), and in campaigning against laws seeking to silence those who campaign for Palestinian rights. It instructed the national LGBT committee to continue to work with the national executive council (NEC) in various ways, including campaigning to raise LGBT people's awareness as to why they should not go on holiday to Israel, and be sitting on the beach in Tel Aviv or going to Tel Aviv Pride while, just an hour's drive away, Palestinians are living under siege in Gaza.

Conference notes that:

1. Israel's attacks and those of its allies on the worldwide Palestine solidarity movement, including measures seeking to outlaw support for the BDS campaign and undermine its growing success, have gone further in the last year;
2. There have been successful challenges to this, including the successful Judicial Review by the Palestine Solidarity Campaign (PSC) of the United Kingdom Government's regulations on local government pension schemes that attempted to stop pension funds considering disinvestment;
3. LGBT people continue to be a primary target of the 'Brand Israel' campaign, designed to change Israel's image from that of a country in a state of war to that of a 'liberal and modern' tourist destination, and a campaign specifically aimed at trying to undermine support in LGBT communities for the Palestinian people.

Conference welcomes the international department's work to promote UNISON policy including the production of the 'Dangerous Occupation' exhibition and booklet and the planned production of a new version of the UNISON guide 'Palestine: Is your pension fund investing in the occupation' which will also include guidance on procurement.

Conference also welcomes the establishment of the European Trade Union Initiative for Justice for Palestine, and supports its efforts to bring together European and Palestinian unions to collaborate on campaigns to end the European Union and member states' complicity with Israeli violations of international law.

Conference instructs the national LGBT committee to continue to work with the nec and international department to:

- A. Encourage LGBT members, branch and regional groups to take up actions in support of Palestinian rights;
- B. Step up campaigning to raise LGBT people's awareness as to why they should not go on holiday to Israel;
- C. Publicise the work of PSC, and encourage LGBT people to become members;
- D. Promote UNISON policy and the guidance on pension funds and procurement;
- E. Give appropriate support to the 'No to Pinkwashing' campaign.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

42. RACISM WITHIN THE LESBIAN, GAY, BISEXUAL AND TRANS (LGBT) COMMUNITY

Conference notes that we live in a society which remains institutionally racist and that the lesbian, gay, bisexual and transgender (LGBT) community is no exception to this. From the "whitewashing" of the significant role of Black lesbian, gay, bisexual, transgender and queer people in the Stonewall riots to recent "black face" drag acts at Pride events, racism is as endemic in our community as it is in the rest of society.

A recent survey by Gay Men Fighting AIDS found that seven in ten black gay men, and every Arab man surveyed, had experienced racism in the LGBT community.

However less than half of white gay men thought racism was a problem.

On dating sites and apps and in LGBT venues, racism is commonplace and often goes unchallenged.

Conference notes that since the EU referendum, there has been a dramatic increase in racist hate crime in the UK. Globally, the far right has consciously tried to co-opt white LGBT people, with both Le Pen in France and Trump in the United States attracting LGBT supporters. Muslim LGBT people are a particular target.

The Black LGBT community is fighting back, with initiatives such as UK Black Pride and the #stoprainbowracism campaign promoting equality and inclusion in the LGBT community and calling out racism.

However, the job of fighting racism in the LGBT community is not just a fight for Black LGBT people, it is a fight that we must all commit to. Equality is not equality if it is only for some LGBT people - it must be for all.

Conference therefore calls on the national LGBT committee, working with regional and branch groups where appropriate, to:

1. Include specific training on racism in the LGBT community and on Black LGBT issues as part of the annual LGBT officer training;
2. Continue to publicise mechanisms to report hate crime;
3. Produce an article in Out in UNISON highlighting these issues;
4. Promote Black LGBT visibility especially in LGBT History month and Black History month;
5. Continue our support for UK Black Pride and promote this event widely.

Black LGBT members' caucus

National LGBT committee position: **TBC**

43. HOMELESS BLACK LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) ASYLUM SEEKERS

Conference notes the continuing national housing crisis and the exponential rise in homelessness.

Conference welcomes the introduction of the Homelessness Reduction Act 2017 which extends the previous 28 day period for 'threatened homelessness' to 56 days and makes clear that a valid Section 21 notice (Housing Act 1988) also constitutes being 'threatened with homelessness'. For many Black Lesbian, Gay, Bisexual and Transgender (LGBT) asylum seekers, agencies and advocates this change is important.

It means that those who have to vacate their accommodation on the granting of Leave to Remain will no longer be turned away by local authorities and asked to re-present on the day they are actually made homeless. However, many Black LGBT asylum seekers and refugees when presenting for a homelessness decision to their Local Authority still frequently receive 'non-priority need' decisions.

Much of the work undertaken to secure accommodation and access to appropriate benefits for Black LGBT asylum seekers is executed by organisations in the voluntary, community and social enterprise sector, many of which struggle to find solutions for clients who are refused Section 98 (Immigration and Asylum Act 1999) support which can leave them destitute and street homeless.

This was reflected in recent research by Refugee Action, showing that more than half of people in crisis had their Section 98 applications for emergency support turned down, with the vast majority being approved when decisions were challenged.

Many organisations and advocates support their Black LGBT service users through the re-housing process which can be protracted and have significant impact upon the service user's mental health. Access to community mental health services provided by statutory authorities is frequently time-limited and subject to long waiting lists potentially compounding existing mental health issues.

These issues are additionally compounded by the fact that services are being delivered in a post-Brexit austerity climate which has seen a resurgence in the stigmatising and scapegoating of asylum seekers and refugees by media, extremist groups and some political parties.

Conference believes UNISON should actively challenge this and call for the provision of appropriate, responsive and publicly-funded services for those members of the Black LGBT community who seek asylum and refuge in the UK.

Conference calls on the national LGBT committee to:

1. Continue to raise these issues through Labour Link structures and Members of Parliament;
2. Continue to highlight the work of and campaign with organisations supporting LGBT asylum seekers and refugees through all appropriate media;
3. Work with the Community Service Group Executive to highlight cases where funding is cut/discontinued for organisations supporting LGBT refugees and asylum seekers;
4. Encourage branch and regional LGBT groups to support the work of organisations such as to Stand Up To Racism;
5. Continue to work with the local government, health and community service group executives to ensure that these issues remain on UNISON's wider campaigning agenda.

Black LGBT members' caucus

National LGBT committee position: **TBC**

44. RISKS OF 'BLAXIT' - THE IMPACT OF BREXIT ON BLACK LGBT PEOPLE.

Conference notes that the Brexit vote has had a detrimental impact on lesbian, gay, bisexual and transgender (LGBT) communities which becomes even more disproportionate and polarised in relation to Black LGBT people. This is particularly the case if you happen to be an asylum seeker or migrant worker.

Even without the concerns about LGBT rights following the Brexit vote, the rights afforded to people under existing legislation has significant gaps which

leaves many people vulnerable because of their LGBT identity. This applies to LGBT people who are in need of social care, particularly those who are subject to immigration control and with no recourse to public funds and are additionally restricted by the Nationality, Immigration and Asylum Act 2002.

Current legislation means LGBT people are entitled to an assessment of potential breach of their human rights, including the risks of them being deported. This assessment engages Article 3 Prohibition of torture or inhuman or degrading treatment or punishment and Article 8, Right to respect for private and family life. Yet the threshold of evidence connected with the risks of being LGBT in some countries outside the UK is so high that these assessments are almost without worth.

Work by UNISON's Strategic Organising Unit (SOU) highlights the almost impossible task of gaining permanent residence as there is an income threshold of £35,000. This is not a combined income as it has to be earned by one individual. Conference is fully aware that most migrant workers are in low paid work that is often zero hours or temporary. This further exacerbates and undermines the position of Black LGBT people who are already experiencing high levels of stress.

The vulnerability of Black LGBT people in relation to Brexit is a serious cause for concern that needs to be addressed. Everyone deserves to be treated with respect and given the opportunity to live their life without fear of being abused, ridiculed or deported just for being Black and LGBT.

Conference urges the national LGBT committee to work with:

1. The strategic organising unit to develop its work with LGBT migrants;
2. Labour Link and Parliamentarians to raise awareness about the real impact of Brexit on Black LGBT people;
3. Other relevant groups to raise awareness of the gaps in existing Human Rights and European legislation which leaves some LGBT people particularly vulnerable to lack of protection under the state;
4. Relevant community based organisations to raise awareness and campaign on this issue.

Black LGBT members' caucus

National LGBT committee position: **TBC**

45. SUPPORT FOR THE CURRENT LABOUR LEADERSHIP

Conference notes that despite the Labour Party not being returned to power in the General Election this year, an unprecedented number of lesbian, gay and bisexual Members of Parliament (MPs) were elected and that the Labour Party now has 19 sitting MPs who have publicly identified as lesbian, gay or bisexual and 2 new MPs who identify as disabled.

Conference welcomes the launch of Disability Labour's Manifesto "Nothing About You, Without You" and the commitment that a Labour government would

incorporate the United Nations Convention of the Rights of Persons with Disabilities (UN CRPD) into law.

Conference believes that the exponential rise in grass-roots party membership further endorses the leadership and the continued support for Jeremy Corbyn. We are proud that UNISON stands firm in our support of Jeremy, as we have from the start.

Jeremy recently showed his continued commitment to disabled people's rights when he called on Mrs May to rethink a "shameful" review of who is eligible for disability benefits and championed Labour's Disability Equality Roadshow. More needs to be done in a time where 1 in 5 people self-identify as being disabled and only 5 MPs across all parties identify as disabled .

Conference believes that we should work through Labour Link with the Labour Party to increase this number.

Conference further notes that Jeremy Corbyn has been on the right side of history for decades. He has always demonstrated a commitment to lesbian, gay, bisexual and transgender (LGBT) rights, being a positive ally to our community and consistently challenges discrimination. Jeremy has called for the promotion of equality and the inclusion of all minority groups as well as calling for more understanding of the intersections of being LGBT and disabled.

We note there may be another general election in the near future and we want to be prepared for this.

We call on the national LGBT committee to:

1. Continue our work in supporting members who want to be involved with LGBT Labour to actively campaign for a Labour government;
2. Continue to work with Labour Link to promote membership and affiliation with LGBT Labour and (recognising intersectionality) Black, Asian and Minority Ethnic (BAME) Labour;
3. Continue to work through Labour Link structures to ensure our issues remain part of the national bargaining agenda;
4. Continue to look to highlight the record of politicians in Parliamentary debates which affect disabled LGBT members and our community;
5. Highlight these issues through UNISON publicity and campaigning media such as Out In UNISON, Activist magazine, the Organising Space and other appropriate channels;
6. Work with national disabled members committee and Labour Link to encourage members from the disabled LGBT community to stand as Parliamentary and Local Government candidates.

Disabled LGBT members' caucus
National LGBT committee position: **TBC**

MOTIONS TO NATIONAL DELEGATE CONFERENCE 2018

NDC 1. AMENDMENT TO RULE D7.8

After 'send two representatives' delete 'of' and substitute 'elected by and from among'

West Midlands region LGBT group

NDC 2. OUR PLACE ON THE GLOBAL STAGE POST-BREXIT

Conference is concerned that post-Brexit, lesbian, gay, bisexual and transgender (LGBT) rights will be undermined at home and abroad due to the Tory Government's weak and wobbly Brexit and due to trade negotiations failing to take into account social and environmental protections, workers and human rights.

International Trade Secretary Liam Fox started discussions on a potential future trade deal between the United Kingdom (UK) and the United States (US) at the first meeting of the UK-US Trade Working Group in July 2017, despite European Union (EU) rules meaning the UK cannot sign a trade deal until it has left the EU.

Fox had already announced in 2016 that the UK would open new trade offices in 3 US cities, including Raleigh, North Carolina which introduced the "Bathroom Law" discriminating against trans people and contributing to a vitriolic atmosphere of hate for LGBT people.

The US has not ratified some of the most fundamental labour rights conventions set out by the International Labour Organisation (ILO), including freedom of association and collective bargaining.

The UK-US trade working group is the first of ten such groups that the Department of International Trade (DIT) is setting up involving 15 countries, including China, Saudi Arabia and South Korea. Crawford Falconer, who started at the DIT as Chief Trade Negotiations Adviser in August 2017, was a member of The Legatum Institute think-tank's "special trade commission" which drew up a report calling for the UK's regulations to be "put on the table" in trade negotiations with other countries.

Conference is concerned that future trade deals will be made with countries that have little regard for public services, trade union rights, or human rights of LGBT people and workers. Painstaking work over decades to build UK public services that are accessible and inclusive will be dismantled if profit becomes the only driver, which will detrimentally impact the most disadvantaged in society, who are the most reliant on public services and most likely to be in precarious employment.

The UK government still maintains it wishes to promote LGBT equality in its international work, while its actions on trade would suggest the opposite.

Conference notes opportunities to take our campaigns forward, including around the forthcoming Commonwealth Heads of Government Meeting (CHOGM), which the UK is hosting in April 2018. The Commonwealth defines itself as an association ‘committed to’ equality, human rights and non-discrimination, but 36 of its 52 member states still retain laws that criminalise consensual same sex relations, and many also fail to recognise or uphold the rights of their Trans citizens. Those laws are largely a shameful legacy of British imperialism and colonialism, and the trade union movement has an important role to play in working for change, alongside civil society organisations representing LGBT people living in the countries that retain these laws.

Conference therefore welcomes the continuing work of the National LGBT Committee to build on links with international allies including LGBT networks in other unions and global union bodies, and LGBT community organisations including ILGA and The Commonwealth Equality Network.

Conference therefore calls on the National Executive Council, working with the national LGBT committee, other relevant structures of the union and appropriate external organisations to:

1. Continue to campaign for the inclusion of social and environmental protections, LGBT, human and workers rights in trade negotiations and for no less protection than we have now;
2. Continue work relating to the Commonwealth following the 2018 CHOGM;
3. Raise awareness on these issues and engage branches, regions and self-organised groups in appropriate campaigns.

National LGBT committee

NDC 3. NON-BINARY INCLUSION

Conference welcomes the work initiated by our lesbian, gay, bisexual and transgender (LGBT) group to make UNISON’s organisation, events, policies, systems and good practice advice inclusive on non-binary members.

Non-binary people are people whose gender identity is not solely male or female. They may define themselves as both, neither or something different.

Conference notes that there is growing awareness of non-binary people and issues. While non-binary people are of all ages and as diverse as any other cross section of society, increasing numbers of young people in particular are identifying outside traditional binary gender norms.

It is well established that the ability to be yourself at work impacts on your work performance. It also impacts on your relationships with colleagues and on your health, both mental and physical. A Scottish Trans report of a UK-wide survey of non-binary people, published November 2016, shows that over half the 900 respondents have never felt comfortable sharing their non-binary gender identity at work. Many had the wrong name and pronoun used for them and for

a fifth, this misnaming and misgendering was done on purpose. Nearly half had been told that non-binary people are not normal. A quarter had been subjected to silent harassment – being stared at and whispered about at work. This is clearly a trade union issue.

Conference notes that steps to including non-binary members in UNISON have included:

1. A factsheet, published in June 2017, titled ‘Gender equality: non-binary inclusion’, which has been well received across the union;
2. A first UNISON survey of non-binary members;
3. Changes to a number of UNISON forms and systems;
4. An initial review of language in UNISON communications of all forms and a start on addressing non-inclusive language;
5. Advice to UNISON service providers.

As this work develops, we are seeing a marked and welcome increase in non-binary members getting involved and active in UNISON. However, conference acknowledges that there is much still to do.

Conference notes that gender matters in UNISON. Conference reaffirms its support for data collection on women members and action to address women’s participation, in line with UNISON’s rules on proportionality. LGBT conference has endorsed a call from the women’s self-organised group for further action to achieve proportionality, including potentially seeking a rule change to create “general” seats rather than “male” seats on the national executive council (NEC) and throughout UNISON structures. Conference notes that this would also assist in removing barriers to non-binary participation.

Conference further notes that, alongside necessary references to gender, there are a number of unnecessary and non-inclusive references in UNISON’s rule book, such as the terminology ‘she/he’, which could easily be replaced without changing the meaning.

Conference calls on the NEC, working with the national LGBT committee, to:

- A. Consider the call for seats reserved for men to be replaced with general seats, on the NEC and other UNISON structures, including submitting any appropriate rule changes;
- B. Identify unnecessary non-inclusive gender reference in UNISON rules and submit rule amendments to make them inclusive;
- C. Continue our work to make UNISON, our recruitment and organising, advice, negotiations, campaigns and services, fully inclusive of non-binary members.

MOTIONS NOT ADMITTED TO THE AGENDA

ESTABLISHING COMPLIANCE FOR LGBT MEMBERS UNDER THE EQUALITY ACT

Conference notes that in ILGA-Europe's latest Rainbow Map of the United Kingdom scored highly and was placed third based on our current legal and policy landscape, but what good is this if policy is not being adhered to?

Recent research by Brighton's Liveable Lives Research Team found that "between 2014 and 2016 only 10% of local authorities in England were found to have improved in their compliance with the specific duties of the Equality Act 2010 and associated government guidance, whilst 40% had declined. Over half of local authorities were failing to demonstrate compliance in 2016."

The paper concludes that:

Overall, the research found that by August 2016 of the 353 local authorities in England:

1. 42% (150 councils) demonstrated compliance, although around one-third of these had missed a key statutory deadline for publishing information and are therefore not fully compliant;
2. 4% (15 councils) were demonstrating weak compliance (defined as doing the 'bare minimum' in their equality objectives);
3. 50% (178 councils) were not demonstrating observance;
4. 3% (10 councils) were displaying complete lack of awareness of the legislation.

Other key findings include:

5. Only 20 councils (6% of the total) had equality objectives specifically aimed at lesbian, gay, bisexual and transgender (LGBT) people in 2014/15;
6. Only one council had set an equality objective specifically with regard to trans people;
7. In relation to the duty to publish information relating to employees and LGBT equalities, there was a decrease in monitoring of LGBT council employees between 2014 and 2016

Commenting on the research findings, Professor Kath Browne, said: "It is clear that there are issues with local authorities' compliance with the Equality Act 2010 and it is a cause for concern that compliance with this legislation appears to have declined."

Whilst this research only looked at local authorities, we can safely presume that the findings would be replicated in other public sector organisations; the duties discussed in the Liveable Lives report are requirements of all public sector organisations, and as such should be highlighted appropriately.

As the largest public service union, conference asks the LGBT committee to affect positive change for our members by:

- A. Promoting this research to highlight the failings of many local authorities to adhere to equalities legislation, underscoring the overall poor adherence to the equality duties and the decline in adherence between 2015 and 2016, and explain to all public sector organisations what their duties are under the Equality Act;
- B. Producing materials explaining our rights under the Equality Act so people know they are protected by law if they are being discriminated against, and distribute these to all branches. Members must know they can hold their employers to account;
- C. Supporting branches in local councils to help improve the situation by providing training on equalities, how to ensure policies are equality impact assessed and monitoring policy progress/compliance;
- D. Lobbying central government to ensure the equalities agenda does not fall by the wayside, in light of recent events this is more important than ever.

South East region LGBT group

This motion has been ruled out of order as the action called for is beyond the remit of the national LGBT committee.

ESTABLISHING COMPLIANCE FOR LGBT MEMBERS UNDER THE EQUALITY ACT

Conference notes that in ILGA-Europe's latest Rainbow Map the United Kingdom scored highly and was placed third based on our current legal and policy landscape, but what good is this if policy is not being adhered to?

Recent research by Brighton's Liveable Lives Research Team found that "between 2014 and 2016 only 10% of local authorities in England were found to have improved in their compliance with the specific duties of the Equality Act 2010 and associated government guidance, whilst 40% had declined. Over half of local authorities were failing to demonstrate compliance in 2016."

The paper concludes that:

Overall, the research found that by August 2016 of the 353 local authorities in England:

1. 42% (150 councils) demonstrated compliance, although around one-third of these had missed a key statutory deadline for publishing information and are therefore not fully compliant;
2. 4% (15 councils) were demonstrating weak compliance (defined as doing the 'bare minimum' in their Equality Objectives);
3. 50% (178 councils) were not demonstrating observance;
4. 3% (10 councils) were displaying complete lack of awareness of the legislation.

Other key findings include:

5. Only 20 councils (6% of the total) had Equality Objectives specifically aimed at lesbian, gay, bisexual and transgender (LGBT) people in 2014/15;
6. Only one council had set an Equality Objective specifically with regard to trans people;
7. In relation to the duty to publish information relating to employees and LGBT equalities, there was a decrease in monitoring of LGBT council employees between 2014 and 2016.

Commenting on the research findings, Professor Kath Browne, said: "It is clear that there are issues with local authorities' compliance with the Equality Act 2010 and it is a cause for concern that compliance with this legislation appears to have declined."

Whilst this research only looked at local authorities, we can safely presume that the findings would be replicated in other public sector organisations; the duties discussed in the Liveable Lives report are requirements of all public sector organisations, and as such should be highlighted appropriately.

As the largest public service union, conference asks the LGBT committee to affect positive change for our members by:

- A. Promoting this research to highlight the failings of many local authorities to adhere to equalities legislation, underscoring the overall poor adherence to the equality duties and the decline in adherence between 2015 and 2016, and explain to all public sector organisations what their duties are under the Equality Act;
- B. Producing materials explaining our rights under the Equality Act so people know they are protected by law if they are being discriminated against, and distribute these to all branches. Members must know they can hold their employers to account;
- C. Supporting branches in local councils to help improve the situation by providing training on equalities, how to ensure policies are equality impact assessed and monitoring policy progress/compliance;

- D. Lobbying central government to ensure the equalities agenda does not fall by the wayside; in light of recent events this is more important than ever.

South East region LGBT group

This motion has been ruled out of order as it was submitted in error.

GENDERED DRESS CODES IN THE WORKPLACE

This conference is pleased that following the motion passed at our lesbian, gay, bisexual and transgender (LGBT) conference in 2015, motions highlighting the issues arising from gendered dress codes in the workplace have subsequently been debated at women's conference, local government service group conference, Black members' conference and police and justice service group conference.

It is clear that gendered dress codes present a range of issues for our members and it is heartening to see these debates happening and real changes starting to happen in the workplace. Importantly, the more these issues are discussed, the more society comes to understand the real prejudice facing others and it is the change in hearts and minds that drives real progression and equality in society.

Since submitting our motion in 2015, the Scottish LGBT committee has continued to raise this issue where appropriate and we have worked with the Scottish Trades Union Congress (STUC) LGBT workers' committee to produce a guide for trade unionists which was launched at this year's LGBT workers' conference. The guide is available to download from the STUC website.

In Scotland, the Better Than Zero campaign group has been launched. This is a collection of young trade unionists, supported by UNISON Scotland, the STUC and other unions, who campaign to improve conditions for workers. They have campaigned around dress codes, particularly in the hospitality industry where outdated policies saying women must wear high heels to work are not only sexist and a threat to health and safety but are especially discriminatory towards LGBT and non-binary workers.

Conference calls on the national LGBT committee to:

1. Promote the STUC guidance to branches and regional self-organised LGBT groups through our mailing list, e-bulletin, website and any other appropriate means;
2. Promote and encourage the work of the Better Than Zero Campaign through the same means;
3. Continue to work with appropriate organisations to continually refine and develop UNISON's own best practice guidelines and bargaining factsheets;

4. Promote UNISON's policy on gendered dress codes in the workplace and encourage members and branches to challenge their own outdated policies where they exist.

Scotland region LGBT group

This motion has been ruled out of order as it was submitted in error.

LGBTPIQAN-B

Conference we are defined by rule as the lesbian, gay, bisexual and transgender (LGBT) self-organised group (SOG). There are calls to extend the name of the group to cover other groups. An example of this would be a 'Q' to represent queer, a name we clearly decided was a good thing at our last conference. What else should we include, some use 'I' for intersex. We also have 'P' for pansexual, 'A' for A-sexual and 'N-B' for non-binary. There are likely to be others that can be added also and some other LGBT groups have added some of these already.

Conference we have to be inclusive and recognise the importance of all the groups of people mentioned but we also have to note that LGBT is now a well-recognised term in our society so we feel by simply adding a '+' on to our name would cover our drive to be inclusive and recognise we do support more than just LGBT.

Conference we know that changing our name is beyond the remit of our national committee and can only be achieved by the submission of a rule change to our national delegate conference (NDC) and will require two thirds of that conference to vote to approve the change. We believe the wider membership represented at NDC is more likely to vote for a name change to our SOG if it is supported by our own LGBT national committee overall and by any members of the committee if present at an NDC.

This conference supports a change in name from LGBT to become LGBT+.

We call upon the national LGBT committee to:

1. Make national executive council aware of our support for this name change;
2. Support the request for this rule change if on the agenda at NDC, this support to be provided by any members of the committee present.

Leicestershire Police branch LGBT group

This motion has been ruled out of order as the action called for is beyond the remit of the national LGBT committee.

TRANSPHOBIC “FEMINISM”

Wording not printed.

Yorkshire and Humberside region LGBT group

This motion has been ruled out of order as it could place UNISON in legal jeopardy. On legal advice the wording has not been printed.

RECRUITMENT OUTREACH

Conference notes one of UNISON's organising aims is to recruit new members. Regional and branch lesbian, gay, bisexual and transgender (LGBT) self-organised groups regularly participate at Pride (or equivalent) events around the United Kingdom recruiting new members, at the same time as campaigning for fair pay, workers' rights and other issues.

Conference is aware there are many opportunities for recruitment such as, Freshers' Weeks at universities, community events, job fairs and employee centred events.

Conference ask the national LGBT committee to:

1. Develop a training toolkit for branches to educate their committees, representatives and activists of the value of LGBT self-organisation and the value of the toolkit for recruiting new members;
2. Contact branches and regions to ensure there are LGBT specific materials at recruitment events and engage with LGBT representatives;
3. Prove an update at next year's conference.

Cymru/Wales region LGBT group

This motion has been ruled out of order as the action called for is beyond the remit of the national LGBT committee.

LGBT FUNDING OF SELF ORGANISED GROUPS (SOGS) REVIEW

Wording not printed.

Suffolk County branch LGBT group

This motion has been ruled out of order as it could place UNISON in legal jeopardy. On legal advice the wording has not been printed.

AUSTERITY MEASURES IN UNISON

Wording not printed.

Eastern region LGBT group

This motion has been ruled out of order as it could place UNISON in legal jeopardy. On legal advice the wording has not been printed.

WHY ARE WE MISSING

Conference we note that we are the only self-organised group (SOG) that does not have elected seats to the national executive council (NEC). This seems to be unfair and conference believes this should be rectified.

It is impossible for the NEC to have no women members.

It is impossible for the NEC to have no Black members.

It is impossible for the NEC to have no disabled members.

It is impossible for the NEC to have any young members.

It is possible for NEC to have not one single lesbian, gay, bisexual or transgender (LGBT) member.

We are aware that LGBT members can be elected to regional or sector seats but why should we be the only SOG without our own elected representation. We are also aware a rule change would be required to rectify this situation.

We call on the national LGBT committee to:

1. Raise this issue with the NEC.

Leicestershire Police branch LGBT group

This has been ruled out of order as it is a statement rather than a motion.

SUPPORTING UNACCOMPANIED YOUNG ASYLUM SEEKERS IN SCOTLAND

Conference welcomes the commitment of the Scottish Government and many Scottish local authorities to give a home to unaccompanied young people who have fled persecution from their countries of origin.

Many of these young people have travelled through Europe in dangerous circumstances and ended up in transit camps such as the notorious “jungle” in Calais; having experienced major traumas such as human trafficking, sexual exploitation and beating from the police and others.

Many of these young people will be lesbian, gay, bisexual and transgender plus (LGBT+) and it is important that they are supported in Scotland not only to deal with the traumas associated with their past experiences, but also assisted to express their identities as LGBT+ young people.

Conference calls on The national LGBT committee to:

1. Work with national executive council to encourage UK Government and other devolved administrations to make similar commitments for these vulnerable young people;
2. Raise awareness of these issues amongst branches and regions;
3. Promote training for staff who work with these young people;
4. Encourage LGBT+ members and others to consider offering supported accommodation to these young people via bona fide schemes run by the local authorities.

Scotland region LGBT group

This motion has been ruled out of order as it was submitted in error.

HOMELESSNESS

Conference, in the North West of England homelessness is an increasingly concerning issue. Eradicating homelessness was a key manifesto promise in Andy Burnham's manifesto; the now Mayor of Greater Manchester.

The public don't usually see the focus on the increasing amount of lesbian, gay, bisexual and transgender (LGBT) homeless people and key service providers aren't able to support them with all the needs that they require. A number of homelessness charities and Local Authorities do not cater for LGBT homeless people in shelters and support groups. LGBT homeless people are the focus of attention whilst living on the streets and in support services that they are able to access. LGBT homeless people are victims of homophobia when they access said services from their peers and the necessary prevention techniques are not implemented.

In order to prevent homophobia taking place in these environments we as UNISON need to raise a better awareness across our membership who work in these sectors to ensure that LGBT homeless people's needs are met.

Andy Burnham promises to see the end of homelessness but in the interim we as a union need to take steps to ensure that our member are equipped with the tools to deal with their service users in a dignified way.

In order to make services for LGBT homeless people a safer place to be I call on this conference to support this motion in promoting and train our members in the difficulties faced to LGBT homeless people.

North West region LGBT group

This has been ruled out of order as it is a statement rather than a motion.

HOMELESSNESS AND LGBT ASYLUM SEEKERS

Conference notes the continuing national housing crisis resulting partially from the failure in the housing market, the lack of affordable homes for rent, lack of social housing, both sub-standard and unaffordable private sector rental provision and an exponential rise in homelessness.

Conference welcomes the introduction into law of the Homeless Reduction Act 2017 which amends Housing Act 1996 Part VII. This extends the previous 28 day period for 'threatened homelessness' to 56 days and makes clear that a valid Section 21 notice (Housing Act 1988) - that is an order for possession on expiry or termination of an assured shorthold tenancy - which expires within 56 days also constitutes being 'threatened with homelessness'.

For many lesbian, gay, bisexual and transgender (LGBT) asylum seekers and those agencies advocating on their behalf this legislation is welcome as it means that those in National Asylum Seeker Service accommodation who have to vacate their accommodation on the granting of Leave to Remain will no longer be turned away by local authorities and asked to re-present on the day they are actually made homeless. However, many LGBT asylum seekers and refugees when presenting for a homelessness decision to their local authority frequently receive 'non-priority need' decisions.

Much of the work undertaken to secure decent affordable accommodation and access to appropriate benefits for LGBT asylum seekers is executed by organisations in the voluntary, community and social enterprise sector, many of which struggle to find solutions for their refugee clients who may be refused Section 98 (of the Immigration and Asylum Act 1999) support which can frequently leave them destitute and street homeless.

This was reflected in recent research conducted by Refugee Action, based on analysis of more than 300 asylum support cases showing people that people at risk of homelessness and with no means of supporting themselves are waiting an average of nearly two months for housing and the small amount of money they are entitled to for essential living costs, such as food, clothing and transport. The study shows that more than half of people in crisis had their Section 98 applications for emergency support turned down. However, the vast majority were approved when these decisions were challenged.

In addition, many organisations and advocates support their LGBT service users through the re-housing process which can be protracted and have significant impacts upon the service users' mental health. Access to community mental health services provided by statutory authorities is frequently time-limited and this can additionally compound any existing mental health issues the service user may have resulting from their flight from persecution in their country or origin.

All of these issues are additionally compounded by the fact that services are being delivered in a post-Brexit austerity climate which has seen a resurgence of the stigmatisation and scapegoating of asylum seekers and refugees by some media, extremist groups and some political parties.

Conference believes that UNISON should continue actively challenging such views in addition to calling for the provision of appropriate, responsive and publicly-funded services for those members of the LGBT community who seek asylum and refuge in the United Kingdom.

Conference therefore calls on the national LGBT committee to:

1. Continue to raise these issues through Labour Link structures and with our elected Members of Parliament;
2. Continue to highlight the work of and campaign with organisations supporting LGBT asylum seekers and refugees through all appropriate media;
3. Work with the community service group executive to highlight cases where funding is cut/discontinued for organisations supporting LGBT refugees and asylum seekers;
4. Encourage branch and regional LGBT groups to support the work of and affiliate to Stand Up To Racism;
5. Continue to work with the local government, health and community service group executives to ensure that the issues raised in this motion remain on UNISON's wider campaigning agenda.

Salford City UNISON branch LGBT group

This motion has been ruled out of order as it exceeds the word count for motions in standing order 3.5

AFTER THE GENERAL ELECTION

Conference welcomes the resolution of UNISON national delegate conference 2017, After the General Election (emergency composite 1). This conference shares the view that Labour's advance at the election was due to:

1. Its manifesto, For the Many Not the Few, which contained many of UNISON's policies and promised a sharp break from austerity;
2. Jeremy Corbyn's leadership and his capacity to defy those who have smeared and denigrated him; and,
3. The broader mobilisation that preceded the election campaign reflected in increased Labour Party membership, numbers on the National Health Service demonstration on 4th March and the growing strength of

campaigns on issues including school funding, housing, benefit cuts and others.

This conference endorses the resolution's call upon the national executive council (NEC) to work, via the national Labour Link committee, with the Labour Party to campaign:

- A. For nationalisation/municipalisation and against privatisation;
- B. To oppose austerity;
- C. For progressive taxation, including reversing Corporation Tax cuts and introducing a Robin Hood Tax, to fund public services;
- D. An end to the public sector pay cap and for a minimum wage of £10 an hour;
- E. For the Institute of Employment Rights' Labour Law Manifesto to boost collective bargaining and tackle phoney self-employment, zero hours contracts and other abusive terms of employment;
- F. To build council houses and regulate the private rented sector;
- G. Against tuition fees and to reverse school and further education funding cuts;
- H. For an ethical foreign policy and to stop the waste of resources on Trident replacement; and,
- I. To fund social care.

All with the aim of sustaining widespread trade union and popular campaigning linked to practical demonstrations of solidarity with working class communities and attempts to take advantage of the Tories' weakness in order to force an early general election.

Conference recognises that each of the above issues has distinct impacts upon lesbian, gay, bisexual and transgender (LGBT) communities which should be included, as appropriate, in these campaigns and that these lead to distinct possibilities to mobilise our communities to help bring Labour to power.

Conference instructs the national LGBT committee to:

- I. Work with the NEC to seek to ensure these campaigns are taken into LGBT communities and LGBT communities are mobilised in their pursuit;
- II. Raise all the above with the Trades Union Congress LGBT Committee as matter of urgency; and,
- III. Support regional and branch LGBT Groups to mount local campaigns.

West Midlands region LGBT group

This motion has been ruled out of order as its content refers to citizenship issues.

SUPPORT FOR JEREMY CORBYN AND THE LABOUR LEADERSHIP

Conference notes that despite the failed General Election this year the unprecedented number of forty-five Members of Parliament were elected across the Labour, Conservative and SNP parties.

In particular, conference welcomes the fact that the Labour Party gained new seats in Parliament and that it now has 19 sitting MPs who have publicly identified as lesbian or gay.

Conference feels this and the exponential rise in grass-roots party membership further endorses the leadership and the continued support for Jeremy Corbyn. We are proud that this union, his own union, stands firmly in our support of Jeremy as we have from the start.

Conference further notes that Jeremy Corbyn has been on the right side of history for decades. From his defence of the North London Gay Community Centre while a councillor in Haringey, his staunch objections to Section 28 right through to more recent times and his continued commitment to lesbian gay bisexual and transgender (LGBT) rights. Jeremy Corbyn has been a positive ally to our community doing much more than paying lip service to equality. He continues to challenge discrimination wherever it rears its ugly head. Jeremy has called for the promotion of equality and the inclusion of all minority groups as well as calling for more understanding of the intersections of being LGBT and disabled, being LGBT and black, being LGBT and a woman etc. We must support him in this.

We note there may be another general election in the near future and we want to be prepared for this.

We call on the national LGBT committee to:

1. Continue our work in supporting members who want to be involved with LGBT Labour in actively campaigning for the next Labour Government to be a Labour Government;
2. Continue to work with Labour Link to promote membership and affiliation with LGBT Labour and (recognising intersectionality) Black, Asian and Minority Ethnic (BAME) Labour.
3. Continue to work through Labour Link structures to ensure our issues remain part of the national bargaining agenda;
4. Continue to look to highlight the record of politicians in Parliamentary debates which affect our LGBT Community;
5. Highlight these issues through UNISON publicity and campaigning media such as Out In UNISON, Activist magazine, the Organising Space and other appropriate channels;
6. Get firmly behind the current leadership in its bid to become the majority party in Westminster.

North West region LGBT group

This motion has been ruled out of order as the first paragraph was factually incorrect.

DEVELOPING "FOR THE MANY, NOT THE FEW"

Conference notes that despite a significant lead in the polls, the Conservatives failed to convince the public of their austerity agenda in the 2017 general election when faced with an alternative policy programme from the Labour Party, as led by Jeremy Corbyn. Although the Conservatives continue to argue their right to rule because they won the largest number of seats, they lost their majority and have had to bribe the Democratic Unionist Party (DUP) with £1billion of tax payers' money to keep their government afloat.

Conference welcomes the Labour Party's manifesto for the 2017 election, "For the Many Not the Few" which was well received by the public and offered a clear alternative to the Tories, particularly in the area of workers' rights, with firm commitments such as:

1. Giving all workers equal rights from day one;
2. Banning zero hours contracts;
3. Repealing the Trade Union Act;
4. Raising the Minimum Wage to the level of the Living Wage;
5. Statutory rights for equality reps;
6. Protection against third party harassment.

There were specific commitments on lesbian, gay, bisexual and transgender (LGBT) rights:

7. Reform of the Gender Recognition Act and the Equality Act 2010 to protect trans people;
8. Making LGBT hate crimes an aggravated offence;
9. Training for teachers so they can support LGBT students;
10. LGBT inclusive guidance for relationships and sex education;
11. Training for health and social care professionals to understand and meet the needs of LGBT service users;
12. PrEP (Pre-Exposure Prophylaxis) roll out to high-risk groups.

Conference acknowledges the 2017 Labour Manifesto was drafted to a tight timeframe and believes there are further developments that could build on what was achieved. These include:

- A. Full implementation of the originally envisaged Equality Act, including double discrimination provisions;

- B. Recognising non-binary gender identities in official documentation and at work;
- C. Ending the religious exemptions to equality legislation.

Labour's manifesto also committed to repeal the hated bedroom tax and a review of George Osborne's £7bn benefit cuts that have yet to be implemented, although just £2bn was put aside for this, leaving many of these cuts untouched. Many of our LGBT members on low pay rely on in-work benefits such as family tax credits to make ends meet and many trans members in particular, due to workplace discrimination, may have significant periods where they are reliant on out of work benefits. This is why it is so important that the Labour party continues to defend the welfare state and in particular the benefit system which many LGBT people rely on.

Conference therefore calls on the national LGBT committee to work with the national Labour Link committee and LGBT Labour to:

- I. Continue to work with the Labour party to build on the policy programme in the 2017 election manifesto;
- II. Lobby the Labour party to develop their LGBT policy programme in particular;
- III. Lobby the Labour Party to look at ways of rolling back much more of George Osborne's welfare cuts, including cuts to working families tax credits, the single room rate, and universal credits related cuts.

Greater London region LGBT group

This motion has been ruled out of order as it exceeds the word count for motions in standing order 3.5

MAKING MARRIAGE TRULY EQUAL

We would like to applaud the judgement by the Supreme Court in favour of John Walker who has fought tirelessly for his former employer to grant his husband the same pension benefits that would have been awarded had he been in a heterosexual marriage.

Walker had believed claims the Government made about delivering equal rights to gay and lesbian citizens, believing marriage equality meant being granted the same rights and benefits as heterosexual couples. This was not the case, the Government argued that pension benefits need only date back to when the Civil Partnerships Act 2004 was introduced.

Even though this historic court battle has been won, securing equal pension rights regardless of sexuality, there are still serious concerns. After Brexit, the Government could potentially undo this judgement. Walker's victory came under European Union (EU) law and, at the time of writing, there is still no formal commitment from the Government that this ruling and true marriage

equality will be protected in the law of England and Wales after we leave the EU.

There is still work to be done here. Therefore we would ask conference to:

1. Work with national conference to publish this case and positive move forward across all membership through various media sources;
2. Work with relevant partner organisations and bodies to develop LGBT pension guidelines, so people know their rights as they are now, and employers also know these new changes;
3. Work with national conference and relevant bodies to highlight the potential inequalities that could happen after Brexit when EU laws become United Kingdom (UK) laws where they can be changed by a UK Government. To ask national LGBT conference to lobby the Government to make a formal commitment and change in the law in England and Wales to make pension rights equal, in the spirit of the Supreme Court judgement in favour of John Walker.

Suffolk County UNISON branch LGBT group

This motion has been ruled out of order as the action called for is beyond the remit of conference.

WOMEN AGAINST STATE PENSIONS INEQUALITY

MAKE FAIR TRANSITIONAL STATE PENSION ARRANGEMENTS FOR 1950'S WOMEN

UNISON has a strong proud history of protecting the rights of workers, human rights and challenging inequality. What greater challenge is there facing us today than that of the inequality facing women.

Women Against State Pensions Inequality (WASPI) have undertaken a great campaign but it needs the ongoing support of our trade union. It has been shown that women are more likely to be poorer than men, although their poverty has often been masked behind studies that focused on 'male-headed households.' However this places women who identify as lesbian, gay, bisexual and transgender (LGBT) at greater risk of inequality and at risk of poverty caused by this unjust piece of policy and legislation.

WASPI continue to campaign on MAKE FAIR TRANSITIONAL STATE PENSION ARRANGEMENTS FOR 1950'S WOMEN.

This motions calls on conference to support and actively campaign for fair transitional state pension arrangements for all women born after 6th April 1950, who have unfairly borne the burden of the increase to the State Pension Age (SPA) with lack of appropriate notification.

3.5 million women had significant pension changes imposed on them by the Pensions Acts of 1995 and 2011 with little or no personal notification of the changes. Some women had only two years notice of a six-year increase to their state pension age. Of these, hundreds of thousands will identify as LGBT and likely to have no additional support, placing them at risk of hardship and poverty or debt.

Many women born in the 1950s are living in hardship. Retirement plans have been shattered with devastating consequences. Many of these women are already out of the labour market, caring for elderly relatives, providing childcare for grandchildren, or suffer discrimination in the workplace and so struggle to find employment.

Women born in this decade are suffering financially. These women have worked hard, raised families and paid their tax and national insurance with the expectation that they would be financially secure when reaching 60. It is not the pension age itself that is in dispute - it is widely accepted that women and men should retire at the same time.

The issue is that the rise in the women's state pension age has been too rapid and has happened without sufficient notice being given to the women affected, leaving women with no time to make alternative arrangements.

Conference urges the national LGBT committee to work with the national women's committee to publicise this important campaign among our LGBT members.

Conference is also asked to support the taking part in the collective action against this unjust change in women's retirement age transition.

Conference is also asked to support the campaign against this unjust change in women's retirement age transition.

Scotland region LGBT group

This motion has been ruled out of order as its content refers to citizenship issues.

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Women born in this decade are suffering financially. These women have worked hard, raised families and paid their tax and national insurance with the expectation that they would be financially secure when reaching 60. It is not the pension age itself that is in dispute - it is widely accepted that women and men should retire at the same time.

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Conference is also asked to support the campaign against this unjust change in women's retirement age transition.

Scotland region LGBT group

This motion has been ruled out of order as it was submitted in error.

INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE DEFINITION OF ANTI-SEMITISM

Wording not printed.

West Midlands region LGBT group

This motion has been ruled out of order as it could place UNISON in legal jeopardy. On legal advice the wording has not been printed.

AMENDMENT TO STANDING ORDERS NOT ADMITTED TO THE AGENDA

AMENDMENT TO STANDING ORDER 2.2

In SO 2.2 after Transgender Conference remove “.” And add “, one of these seats will be reserved for a non-binary member.”

The amended 2.2 will be as below:

- 2.2 Members of the National Lesbian, Gay, Bisexual and Transgender Committee shall not be members of the Standing Orders Committee. Six members of the Standing Orders Committee shall be elected by the National Lesbian, Gay, Bisexual and Transgender Conference, one of these seats will be reserved for a non-binary member. Two members shall be elected by the Disabled Members Caucus. Two members shall be elected by the Black Members Caucus. An equal number of Reserve Standing Orders Committee members shall also be elected. At least 50% of places shall be held by women.

Leicestershire Police branch LGBT group

This amendment to standing orders has been ruled out of order as it would require other amendments to standing orders.

AMENDMENTS NOT ADMITTED TO THE AGENDA

AMENDMENT TO MOTION 2

Insert “transphobic,” before “racist or Islamophobic” in the second sentence of the first paragraph.

Insert new third paragraph:

“Conference further notes that there are a number of trans exclusionary radical feminists who claim that their freedom of speech is censored because a handful of organisations have policies not to invite transphobic speakers to events. The Stonewall survey ‘The School Report’ (June 2017), on school/college age children shockingly found that 84% of young trans people self-harm, 45% have attempted to take their own lives, and 9% have received death threats. In 2015, 582 hate crimes against trans people were reported. It would be irresponsible of us to ignore the links between who and what is given a media platform, and human rights abuses that LGBT people must endure.”

Add new action points at end:

- “6. Take a firm public stance against trans exclusionary radical feminism;
7. Support our members by producing guidance on:

- A. Best practice when calling out trans exclusionary radical feminism or calling for trans exclusionary radical feminists not to be given a platform;
- B. The difference between 'being no-platformed' and 'censorship';
- C. What trans exclusionary radical feminism is and how it damages our community;
- D. The importance of creating a safe environment for trans and non-binary members;
- E. Acknowledging additional intersectional issues faced by trans and non-binary people.

Yorkshire and Humberside region LGBT group

This amendment has been ruled out of order as it introduces substantial new material.

AMENDMENT TO MOTION 41

Wording not printed.

West Midlands region LGBT group

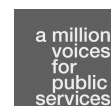
This amendment has been ruled out of order as it introduces substantial new material.

On legal advice the wording has not been printed.

UNISON 2017 National Lesbian, Gay, Bisexual
and Transgender Conference

Standing Orders

as amended by 2015 Conference



SO1 Application of Standing Orders

- 1.1 These Standing Orders shall apply to UNISON's National Lesbian, Gay, Bisexual and Transgender Conference.
- 1.2 The Standing Orders may be changed by Conference approving, with a two-thirds majority of those people present and voting, a motion which has appeared on both the preliminary and final Conference agendas, except for motions from the Black and Disabled Members' Caucuses or Bisexual Members' Caucus or Transgender Members' Caucus, which may only appear on the final Conference agenda. All such motions may be amended in the normal way by simple majority. Standing Orders may not be changed by an emergency motion, but they may be temporarily suspended under SO19.

SO2 *Standing Orders Committee*

- 2.1 A Standing Orders Committee shall be formed to assist Conference in the running of business. The Standing Orders Committee shall be independent of the National Lesbian, Gay, Bisexual and Transgender Committee and shall be accountable to Conference.
- 2.2 Members of the National Lesbian, Gay, Bisexual and Transgender Committee shall not be members of the Standing Orders Committee. Six members of the Standing Orders Committee shall be elected by the National Lesbian, Gay, Bisexual and Transgender Conference. Two members shall be elected by the Disabled Members Caucus. Two members shall be elected by the Black Members Caucus. An equal number of Reserve Standing Orders Committee members shall also be elected. At least 50% of places shall be held by women.
- 2.3 Members of the Standing Orders Committee shall hold office from the end of the Conference at which they are elected until the end of the next Conference.
- 2.4 If a member of the Standing Orders Committee does not attend two consecutive meetings of the Standing Orders Committee then at the following meeting the Standing Orders Committee shall decide whether that member's membership of the Committee should be terminated.
- 2.5 If a member of the Standing Orders Committee elected by the National Lesbian, Gay, Bisexual and Transgender Conference resigns or ceases to be qualified to be a member or has their membership terminated under SO2.4 then the Standing Orders Committee shall invite the reserve member who received the highest number of votes to become a member, unless this would mean that less than 50% of places would be held by women, in which case, the Standing Orders Committee shall invite the woman reserve member who received the highest number of votes to become a member.

- 2.6 In the absence of reserve members being elected at the Conference, the Standing Orders Committee will have the power to co-opt members to fill any vacancies for the six general seats.
- 2.7 At its first meeting the Standing Orders Committee shall elect two Co-chairs, at least one of whom shall be a woman, from amongst its members.
- 2.8 The functions of the Standing Orders Committee, subject to these Standing Orders, shall be to:
 - 2.8.1 ensure that UNISON's Rules and these Standing Orders (relating to the business of the Conference in plenary session) are observed, and notify the Presiding Conference Chair of any violation that may be brought to the Committee's notice;
 - 2.8.2 draw up the preliminary agenda and final agenda of business to be dealt with at the Conference plenary sessions, to be circulated in accordance with the timetable agreed by the National Lesbian, Gay, Bisexual and Transgender Committee;
 - 2.8.3 determine the order in which motions shall be dealt with at the plenary sessions (the "order of business"), subject to the approval of Conference;
 - 2.8.4 consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively, the Standing Orders Committee shall:
 - i) decide whether such motions and amendments have been submitted in accordance with these Standing Orders;
 - ii) group together motions and amendments relating to the same subject, decide the order in which they should be considered, and whether they should be debated and voted on separately or debated together and voted on sequentially;
 - iii) make such minor wording changes of a technical nature as the Committee may consider necessary;
 - iv) prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the Committee best express the subject of motions and amendments;
 - v) refer to another representative body within UNISON a motion or amendment which in the opinion of the Committee should properly be considered there: the mover of the motion or amendment shall be informed of the reason for so doing;

- vi) have power to do such other things as may be necessary to give effect to these Standing Orders.
- 2.9 Any decisions of the Standing Orders Committee which are to be reported to Conference shall be announced by one of the Co-Chairs of the Committee and shall be subject to ratification by Conference.
- 2.10 The Standing Orders Committee may, from time to time, issue guidelines in order to assist with the smooth running of Conference. Such guidelines shall be consistent with these Standing Orders.

SO3 *Motions and Amendments*

- 3.1 Motions, amendments and other appropriate business may be proposed for Conference by branch or regional lesbian, gay, bisexual and transgender groups; by the Disabled Members or Black Members Caucuses, Bisexual Members' Caucus or Transgender Members' Caucus; by the National Lesbian, Gay, Bisexual and Transgender Committee and by the National Young Members' Forum.
- 3.2 Motions, amendments and other appropriate business shall be sent to the designated member of UNISON staff, in order that the Standing Orders Committee may consider them for inclusion in the agenda. The date and time by which motions and amendments shall be received by the designated staff member shall be stated in the timetable published by the National Lesbian, Gay, Bisexual and Transgender Committee.
- 3.3
 - 3.3.1 A motion or amendment should normally be moved by a representative of the group proposing that motion or amendment;
 - 3.3.2 In the absence of a representative of the group, the motion or amendment may be moved by another member attending the Conference only where prior notification has been given to the Standing Orders Committee, but may not be moved formally from the Chair;
 - 3.3.3 In the event of 3.3.2, the Presiding Conference Chair should advise Conference of the procedure;
 - 3.3.4 If there is no other delegate to move the motion, then the motion and any amendments to it, falls. If there is no other delegate to move the amendment, then the amendment falls.
- 3.4 Caucuses have the right to self-define in their motions the issues that affect them.
- 3.5 Each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words.

SO4 *Public and Private Sessions*

The plenary sessions of the National Lesbian, Gay, Bisexual and Transgender Conference shall meet in public session except that by resolution of Conference the whole or any part of a Conference may be held in private. In addition to delegates, members of the National Lesbian, Gay, Bisexual and Transgender Committee and members of the Standing Orders Committee, the only people permitted to attend a private session of Conference shall be:

- i) such members of staff as have been authorised by the National Lesbian, Gay, Bisexual and Transgender Committee or the UNISON General Secretary to attend Conference;
- ii) such other people as the Conference Chair shall determine.

SO5 *Speakers at Conference*

Only delegates and those people who have the right to attend the National Lesbian, Gay, Bisexual and Transgender Conference shall have the right to speak in plenary sessions. No other person shall be able to speak in plenary sessions unless prior approval has been sought from the Standing Orders Committee. Full time officers shall not be able to speak in debate on motions or amendments.

SO6 *Presiding Conference Chair*

- 6.1 The Conference shall be chaired at any one time by one of two Co-chairs who shall be members of the National Lesbian, Gay, Bisexual and Transgender Committee or any other member of the National Lesbian, Gay, Bisexual and Transgender Committee as delegated and agreed by the Co-chairs of the National Lesbian, Gay, Bisexual and Transgender Committee.
- 6.2 Any Procedural Motions or Points of Order raised during Conference shall be decided by the Presiding Conference Chair, if necessary in consultation with the Co-Chairs of the Standing Orders Committee. The ruling of the Presiding Conference Chair shall be final and binding.
- 6.3 The Presiding Conference Chair may at any time call Conference's attention to irrelevance, offensive language, or any breach of order on the part of a member. The Presiding Conference Chair shall have the power to call any person to order who is causing a disturbance in Conference. If that person rejects the Presiding Conference Chair's ruling, the Presiding Conference Chair shall have the right to "name" the person. Conference shall immediately vote on whether or not that person should be named. If Conference agrees that the person should be named, the named person shall leave the Conference hall for a period determined by the Presiding Conference Chair.
- 6.4 The Presiding Conference Chair may at any time propose that Conference be adjourned to a specified time. Conference shall

immediately vote on whether or not Conference should stand adjourned.

S07 *Voting*

- 7.1 The method of voting shall be by a show of hands of those people present who are delegates to Conference. Members of the National Lesbian, Gay, Bisexual and Transgender Committee and Members of the Standing Orders Committee shall not vote. The Presiding Conference Chair shall declare the result or shall call for a count.
- 7.2 A count may also be called if, after a Presiding Conference Chair's declaration of a result, at least twenty members present indicate that they want a count.
- 7.3 When a count has been called:
 - 7.3.1 No other Conference business may proceed until the count has been completed.
 - 7.3.2 The Presiding Conference Chair shall immediately instruct the tellers to close the doors. Any person may leave the Conference during the time that the doors are closed. Members of the Standing Orders Committee and UNISON Staff may enter the Conference, should they deem their business to be such that it cannot wait until the count is completed, whilst the doors are closed.
 - 7.3.3 The Presiding Conference Chair shall instruct the tellers to do a count of those in favour, those against, and those not voting, and shall declare the result. Once the result has been declared the presiding conference chair shall instruct the tellers to re-open the doors.

S08 *Tellers*

Conference shall appoint tellers from amongst those people who are attending the Conference. Tellers shall not be members of the National Lesbian, Gay, Bisexual and Transgender Committee or members of the Standing Orders Committee.

S09 *Withdrawals*

- 9.1 A mover of a motion or amendment who wishes to withdraw their motion or amendment shall inform the Standing Orders Committee. The Standing Orders Committee shall report this request to Conference. Conference shall decide whether or not the motion or amendment may be withdrawn.
- 9.2 If a motion be withdrawn with the consent of Conference and there is an amendment to that motion which appeared as a motion in the preliminary agenda then that amendment shall become the motion.

SO10 *Motions and Amendments not on the Final Agenda (Emergency Motions)*

- 10.1 A motion or amendment which is not shown on the final agenda (an "emergency motion") may not be considered by Conference without the prior approval of the Standing Orders Committee and the consent of Conference, which shall be governed by Standing Orders 10.2 to 10.4 inclusive.
- 10.2 An emergency motion shall be in writing, signed on behalf of the National Lesbian, Gay, Bisexual and Transgender Committee or the branch, region or caucus on whose behalf it is submitted, and sent to the designated member of UNISON staff, so that the Standing Orders Committee may consider it. The date and time by which the emergency motion shall be received by the designated staff member shall be stated in the timetable published by the National Lesbian, Gay, Bisexual and Transgender Committee. The emergency motion shall state at which meeting of the National Lesbian, Gay, Bisexual and Transgender Committee, branch, region or caucus it was debated and adopted.
- 10.3 If the Standing Orders Committee gives its approval to the emergency motion being considered by Conference, copies of the emergency motion shall be made available to participants in the Conference at least one hour before Conference is asked to decide whether to consent to the emergency motion being added to the Conference agenda: this decision shall be made under SO2.8.
- 10.4 An emergency motion will not be given a higher place in the order of business over other motions and amendments on the agenda except where the Standing Orders Committee decides that the purpose of the emergency motion would be frustrated if it were not dealt with earlier in the Conference.

SO11 *Procedural Motions*

- 11.1 Subject to Standing Orders 11.2 and 15.3, the following procedural motions may be moved at any time and without previous notice on the agenda:

11.1.1 "That the question be now put", provided that:

- i) the Presiding Conference Chair may advise Conference not to accept this motion if in their opinion the matter had not been sufficiently discussed; and
- ii) if the motion is carried it shall take immediate effect subject only to any right of reply under these Standing Orders.

11.1.2 "That the Conference proceed to next business" (if the motion is carried the matter being discussed shall immediately fall from the

agenda and Conference shall proceed to the next item on the order of business);

11.1.3 "That the debate be adjourned";

11.1.4 "That the Conference (or part of Conference) be held in private session";

11.1.5 "That precedence be given to any particular business set forth on the agenda subject to the provisions of Standing Order 10";

11.1.6 "That the Chair be challenged" (the Presiding Conference Chair shall stand down and the motion shall be heard by the alternate Presiding Conference Chair: the mover of this motion shall speak for no more than three minutes, and the challenged Conference Chair shall then have the right to speak for no more than three minutes; the procedural motion shall then be put to the vote without discussion and no amendment shall be allowed. If the procedural motion is approved by Conference then the challenged Conference Chair shall stand down and the alternate Presiding Conference Chair shall remain in the Chair).

11.1.7 "That leave be given to amend a motion or an amendment with the prior approval of the Standing Orders Committee."

11.1.8 That the time limits for speakers be amended.

11.2 A procedural motion moved under Standing Orders 11.1.1, 11.1.2, 11.1.3 or 11.1.5 shall be immediately put to the vote without discussion and no amendment shall be allowed.

11.3 The Presiding Conference Chair may at their discretion allow discussion of a procedural motion moved under Standing Order 11.1.4, and may at their discretion allow amendments to be put.

11.4 A person who has already spoken on the motion or amendment in question shall not move a procedural motion under Standing Orders 11.1.1, 11.1.2 and 11.1.3.

11.5 A representative who moves a procedural motion under Standing Order 11.1.5 shall not speak on any motion or amendment debated as a result of that procedural motion.

SO12 Amendments

12.1 When an amendment to a motion is moved no further amendment may be moved until the first one is disposed of, subject to Standing Order 15.

12.2 When an amendment is defeated a further amendment may be moved to the motion.

- 12.3 When an amendment to a motion is carried the motion, as amended, shall become the substantive motion. A further amendment can then be moved to the substantive motion.
- 12.4 A person shall not move more than one amendment to any one motion. The mover of a motion shall not move an amendment to their motion.
- 12.5 The mover of a motion may not "formally" accept an amendment to the motion. Each amendment must be moved separately and voted upon.

SO13 *Time Limits*

- 13.1 The mover of a motion or an amendment shall speak for no more than five minutes, and each subsequent speaker shall speak for no more than three minutes.
- 13.2 No person shall speak more than once on a question, except that the mover of the original motion may exercise a right of reply for not more than three minutes. No new material may be introduced during a right of reply.
- 13.3 These time limits may be amended where prior approval has been sought from the Standing Orders Committee or where a procedural motion under Standing Order 11 sub-paragraph 11.1.8 has been moved.
- 13.4 The Chair shall, at their discretion, extend a particular speaker's time limit if their access requirements have an impact on speaking time.

SO14 *Points of Order*

- 14.1 A Point of Order may be raised at any stage during Conference if it is considered that business is not being conducted in accordance with UNISON's Rules or the Conference's Standing Orders.
- 14.2 The Point of Order must be raised as soon as the alleged breach occurs, or at the earliest practicable moment.
- 14.3 The Point of Order shall not be debated or amended, and the Presiding Conference Chair shall make an immediate ruling on the Point of Order under SO6.2.

SO15 *Grouped Debates*

- 15.1 Where in the opinion of the Standing Orders Committee separate debates on specified motions or amendments dealing with the same subject matter would lead to undue repetition, the Standing Orders Committee shall group debates and/or decide on sequential voting.
- 15.2 A grouped debate shall be run in this order:

- i) The Presiding Conference Chair shall advise Conference of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others;
 - ii) All motions and amendments included in the debate shall be moved;
 - iii) The general debate shall take place;
 - iv) The Presiding Conference Chair shall again state the order of voting and shall advise Conference which, if any, motions and amendments will fall if others are carried;
 - v) Voting shall take place on motions, preceded by relevant amendments, in the order in which they were moved.
- 15.3 A grouped debate may not be adjourned until all the motions and amendments have been moved.

SO16 *Reports by National Lesbian, Gay, Bisexual and Transgender Committee*

- 16.1 After the opening of the Conference's first plenary session the National Lesbian, Gay, Bisexual and Transgender Committee shall present its report for the past year.
- 16.2 If the National Lesbian, Gay, Bisexual and Transgender Committee presents a report to Conference which contains proposals or recommendations requiring approval and adoption by Conference, the Committee shall submit the proposals or recommendations as ordinary motions seeking such approval and adoption.
- 16.3 The Committee report shall be circulated prior to Conference.

SO17 *Indication and Announcement of the National Lesbian, Gay, Bisexual and Transgender Committee's Policy*

The final agenda shall include an indication of the National Lesbian, Gay, Bisexual and Transgender Committee's recommendation on motions on the Preliminary Agenda, and immediately before each motion is called, the National Lesbian, Gay, Bisexual and Transgender Committee shall announce that recommendation through the Chairperson of the Conference.

SO18 *Reference*

If at the end of the National Lesbian, Gay, Bisexual and Transgender Conference the business of the Conference has not been concluded all motions and amendments then outstanding shall stand referred to the National Lesbian, Gay, Bisexual and Transgender Committee, which shall in due course report to members its decisions on these matters.

SO19 Suspension of Standing Orders

Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business before the Conference or to the proceedings of Conference, provided that at least two-thirds of the people present and voting shall vote for the resolution.

2017 NATIONAL LESBIAN, GAY, BISEXUAL AND TRANSGENDER CONFERENCE

17 - 19 NOVEMBER 2017, BRIGHTON

STANDING ORDERS COMMITTEE REPORT No.1

Role and membership of the Standing Orders Committee

A. Role and membership of the Standing Orders Committee

The Standing Orders Committee is responsible for considering all motions and amendments submitted for Conference and ensuring they comply with the Standing Orders and Guidelines for Conference Business, and for making recommendations to Conference on the order in which business is discussed.

The Committee will make a number of reports to Conference over the weekend, which will be put to delegates for their approval.

Members of the Standing Orders Committee are elected as follows: six members are elected at each Conference to serve during the following year, at least 50% of whom must be women; and two members each are elected at the Black and Disabled LGBT Members National Network Meetings.

The Standing Orders Committee is an independent body. Those who serve on it may not be members of the National LGBT Committee or delegates to Conference at the same time.

The membership of the 2017 Conference Standing Orders Committee is as follows:-

| | | | |
|----------------|--------------|---------------|-------------|
| Paul Amann | Pauline Cole | Michael Craig | Paul Fisher |
| Sally Jacques | Brett Jones | Davena Rankin | Penny Smith |
| Karl Whitehead | | | |

The Committee is staffed by Colin Derrig and Clare Knights, Membership Participation Unit (UNISON Head Office).

B. Withdrawal of motions and amendments

Forms for withdrawal of motions and amendments are available from the Standing Orders Committee.

C. Harassment of Staff

Ensuring an inclusive and constructive conference is dependent on everyone working together, members and staff. Delegates' attention is drawn to the paragraph entitled "Harassment" on page 28 of the Conference Guide.

Have a successful conference!