

A message from the National LGBT Committee co-chairs

Deirdre Costigan and Craig Nelson

We might be forgiven for thinking we have won the long fight for LGBT rights.

In recent years we've seen huge strides forward – the government's repeal of Section 28, the equalisation of the age of consent, civil partnerships, protection from workplace discrimination, gender recognition, adoption rights, equal access to goods and services, and lesbian fertility rights. But things can go backwards as well as forwards. All this could be under threat if we don't get out and vote for equality.

With both local and national elections on 6 May it's vital that we take nothing for granted. We are appealing to all UNISON LGBT members - make sure you're registered to vote and that you vote to defend equality and public services.

The BNP are hoping to make a breakthrough at this election. As well as being a deeply racist organisation that would wreck the NHS, they have opposed every single piece of pro-LGBT legislation over the past 15 years – from civil

partnerships to equality in the workplace. Only recently Nick Griffin openly said on Question Time that he found the sight of two men kissing "creepy".

And we cannot trust David Cameron's "cuddly Conservatism" either. The only thing that has changed is the Tories' packaging. Cameron voted against adoption rights for same-sex couples and – most recently – voted against fertility rights for lesbians.

In fact, 85% of those eligible in the Conservative Shadow Cabinet voted against repealing the hated homophobic Section 28 while 90% voted against an equal age of consent. The Tories opposed the Equality Bill in the House of Lords and in the European Parliament they have set up a new alliance with the homophobic Polish Law and Justice Party.

As a public service trade union, we also need to vote to defend

public services. Savage cuts to services are the last thing we need in the middle of a recession, when vulnerable people need a safety net more than ever. At the same time, Conservatives and Liberal Democrats are proposing cuts to public sector pensions. Let's make the bankers pay – not our members.

So – make sure you are registered to vote by going to www.aboutmyvote.com. And make sure you get out there and vote for equality and for public services on 6 May.

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LGBT Recruitment Awards meet the winners!

At LGBT conference last year, UNISON President **Gerry Gallagher** presented the first UNISON LGBT recruitment awards. From a strong field, Highlands branch LGBT group and Greater London regional LGBT group were announced as joint winners.

Recruitment remains our number one priority – LGBT workers need to be in a union more than ever. Here’s how these two groups went about it.

Greater London LGBT group

To raise UNISON’s profile in the LGBT community, we decided to have twice yearly “recruitment blitzes” in LGBT venues. These included a social side to attract more of our own group members to get involved. “Blitzes” took place in May and in November, using the A5 recruitment leaflets targeted at LGBT people and at bi and trans workers. We combined the May session with anti-BNP canvassing for the European elections. We had lots of face-to-face discussions with potential UNISON members, making the link between anti-fascism and trade unionism. For the November session, we increased our visibility by wearing UNISON t-shirts and handing out free UNISON merchandise. We spoke to public service workers and got a very positive reaction. We also bumped into people who were already UNISON members and who were delighted to see us raising our profile in this way. Some of them even proudly showed us their membership cards!

We’ve followed this up by encouraging group members to “adopt a venue” so we can ensure UNISON recruitment materials are kept in stock in LGBT organisations and venues. We’ve also encouraged members to undertake recruitment initiatives in their workplaces, again using the nationally produced LGBT recruitment materials.

Reflecting on their blitzes, group member Ian Howarth said: “It was my first time out and about with the team. I thoroughly enjoyed it



Greater London's Ian Howarth

and felt we’d achieved something! I have to say I was surprised how many people were open to being accosted by strangers thrusting leaflets, pens, and various other toys into their hands. People were really interested and we met some UNISON members who were interested in the region’s LGBT work. It was also a good social/bonding session for new members of the committee and we had some fun on the way - visiting about 15 venues. Bit of a head the next morning though!”

Highlands branch LGBT group

The Highlands branch LGBT group has only been in existence for a couple of years. A small number of us came together because we realised there was a fair bit

of discrimination and ignorance in the workplace. We had a first meeting to decide what we wanted to do then put a proposal and budget to the branch committee, which was supported. This included our own mobile phone so we could advertise a direct and confidential way for people to get in touch.

The branch covers the land size of Belgium, and is mostly rural and remote, with just one city (Inverness). There are no LGBT-friendly pubs or clubs in the area, except one club, one Tuesday a month. Many LGBT people feel isolated.

We started a letter writing campaign to the local authority asking what they were doing to support LGBT workers. As a result, an LGBT event was arranged for staff in a safe space hotel which was much appreciated by members and potential members.

We made contact with the Highland LGBT Forum and now have two representatives on the Forum Committee.

When the Forum was planning a Highland Pride Ball, we saw its potential to recruit new members. We secured funding from the branch and UNISON Scotland to sponsor the ball. This raised UNISON's profile as an organisation that supports its LGBT members, including in media coverage of the event. Business was steady at our stall on the day and our membership grew as a result.

We have continued to raise our profile at local events – for example we were out campaigning and recruiting in the streets against the BNP in Inverness, in the lead up to the European elections.

Branch secretary Liz Mackay commented: "UNISON is all about equality, and having a LGBT group to challenge discrimination in the workplace in the Highlands is a great step forward for the branch."

The Highlands group's achievements have also been noticed by the Scottish TUC who are holding it up as a model of good union organising.

Ladele refused leave to appeal

Registrar Lillian Ladele has lost the final stage of her attempt to claim that she was entitled to refuse to conduct civil partnerships, because of her religious beliefs.

Although she won her initial employment tribunal, her claim was rejected at the employment appeal tribunal and Court of Appeal. The UK Supreme Court has now dismissed her application for a further appeal, because it "does not raise an arguable point of law of general public importance."

This case is one of a number, including *Apelogun-Gabriels v LB Lambeth*, *McFarlane v Relate Avon Ltd* and *Reaney v Hereford Diocesan Board of Finance*, that clearly show that religious belief does not justify discriminatory behaviour, particularly in the workplace.

Yet despite this, most managers seem unable or unwilling to manage any issues that may arise. Research carried out by the Forum for Sexual Orientation and Gender Identity Equality in Post-School Education (of which UNISON is a founder member) has found limited good practice, a good deal of uncertainty about how to proceed, and a high degree of anticipated difficulty and conflict between sexual orientation equality and religious equality. A clear finding is that anticipation of difficulty is significantly greater than any experience of it.

The publication of the research is accompanied by good practice guidance. Although this has been produced for use in the life-long learning sector, the principles apply everywhere. You can download the research and guidance from our website unison.org.uk/out

What use is the Equality Act?

The Government's flagship Equality Bill has finally made it into law, in the dying days of the last session of this Parliament.

From the beginning, we have had high hopes for this Bill: an overhaul of equality law was certainly long overdue. What we have ended up with is a mixture of opportunity and disappointment.

In our lobbying, UNISON's priorities have been a strengthened and extended public sector equality duty, effective measures to tackle unequal pay and an end to the current inconsistencies and loopholes, including closing the gaps in the protection of LGBT people.

There are improvements in the breadth of cover for trans people and a number of inconsistencies have been ironed out. One of the Act's biggest failures is that the measures proposed will do little to tackle the gender pay gap.

One of the most hotly contested areas has been the extent to which faith-based organisations and religious individuals are expected to comply with the law, like everybody else. The fact is that this Act must be consistent with EU law. The case that UNISON and other unions took to the High Court in 2004 clarified that faith-based organisations can only claim an exception for posts where the employment is for purposes of an organised religion, such as the post of minister of religion. The Government has confirmed that even where worded differently, the intention is that the Act makes no change to this.

The public sector duty has been extended to cover all equality grounds, including sexual orientation and gender reassignment. The sting in the tail is that some of the most effective aspects of the current race, gender and disability duties are unlikely to be replicated. The detail of the specific duties is not in the Act itself - it will follow in Regulations. But the Government has indicated that there will be no requirement on organisations to publish equality schemes or carry out impact

assessments, or even set equality objectives for each 'protected characteristic' (ie race, sexual orientation, gender reassignment etc).

Rather, organisations will be expected to consider the evidence of need for each characteristic. They should then set equality objectives according to the need they have identified. It seems obvious to us that organisations who have little knowledge of or regard for their LGBT staff and service users are unlikely to identify our needs. So at the very point at which the duty is extended to cover sexual orientation and properly address trans equality, the leverage on bodies who not previously acted, as a matter of good practice, is removed.

This is where we, with the strength of our union behind us, come in. We must not allow organisations to say there is no evidence of need. We are the evidence – the LGBT staff and service users whose needs must be met.

It's not that different with the current equality duties – where they have been effective is where UNISON branches have asked hard questions and demanded answers. When this has happened, there have been real improvements in policy and practice. Relocations and outsourcing have been halted, shift patterns have been changed, cuts have been challenged and services have been overhauled.

So it's up to us to make use of the Equality Act when it becomes law. The new public sector duty won't come into force till April 2011, but there's no need to wait. We must start now, collecting examples of where the needs of LGBT workers and service users are and are not being taken into account. Let's build a bank of knowledge and practical resources so we can make the Equality Act as much use as possible. Send your examples to out@unison.co.uk

Say no to bullying at work

By **Hope Daley**, UNISON Head of Health & Safety

Bullying and harassment at work is a major problem, making the daily lives of many workers intolerable.

We know that this is true for many LGBT workers. Responding to a recent UNISON survey on bullying and harassment, 22% of gay men, 16% of lesbians and 8% of bi members said they had been harassed because of their sexual orientation (the differences in these figures reflect differing probability of being out at work for gay men, lesbians and bi people).

The LGBT group carried out its own survey over the winter months, which will reveal the particular experiences of LGBT workers in more depth. This will be reported in the next issue of Out in UNISON.

For over half of the members, the bullying and harassment is ongoing and a third said that they have suffered for six months or more. A majority of members believe that those who bully and harass get away with it. The culture of many organisations supports unacceptable behaviour and workers are too scared to report it. Even where policies do exist, in a majority of cases these are not enforced and have not been reviewed since 2000 or earlier.

Rudeness, criticism, excessive work monitoring, intimidation, insulting jokes, exclusion and withholding information are among the behaviour meted out. This has affected members' physical and mental health. It's resulted in untold misery with people taking time off sick or leaving their job to escape the bully.

This is bad for the workforce and also bad management - the most productive workplaces are those where workers are free from excessive stress.

UNISON believes that all workers should be treated with dignity and respect. Bullying and harassment denies this right and is totally unacceptable. This is why we have called on the Government to introduce specific legislation outlawing workplace bullying and requiring employers to develop anti bullying policies.

We also want the enforcing authorities to take action against employers who don't include bullying in their risk assessments.

Want to help remove bullying and harassment from your workplace?

- Attend training and raise awareness of bullying.
- Help members who are being bullied recognise the facts.



- Some people who bully may not realise the impact of their behaviour and change in response to a campaign.
- Circulate our materials to members and non members; include articles in branch newsletters and web pages – help recruit and retain members
- Survey members to identify the scale of the problem. There is a draft survey on the web link below.
- organise meetings so that members can talk together about issues
- respond positively to members' concerns
- encourage members to keep written records of all incidents and to report cases to the branch
- raise bullying/harassment as a health and safety issue
- inform employers in writing that incidents are occurring. Do this in a general way if members want their confidentiality protected
- negotiate a policy on bullying and harassment.

More on the bullying and harassment survey and UNISON resources at unison.org.uk/safety

Keep it simple strategy: a kiss approach to thwarting the far right

By **Darienne Flemington**, Devon County Branch

1 Sign up to the Searchlight and UAF email alerts

2 If alerted to any far right activity in your area let all your email contacts and all your friends know – be careful in not abusing your work email systems – facebook and twitter are a useful tool.

3 Find out where the BNP or other fascist groups are attempting to organise.

4 Look up the local number for the caretaker, concierge or principle key holder of the location.

5 Prepare a simple script containing facts about the organisation ie discrimination against Black people, migrant

workers, people who identify as LGBT, women and so on – examples can be found on their offending literature via the internet.

6 Distribute the script to your email contacts and friends with the telephone number of the principle key holder/contact person for the venue and ask them to ring as many times as they are able to inform them of the vile beliefs, teachings and behaviours of the organisation.

7 Be polite and stick to the script.

8 Do not be put off by the engaged tone - use ring back again and again to ensure that your message is heard.

9 People of conscience will respond favourably to your request to cancel the meeting in your area.

10 This very simple strategy worked well last year when the BNP were due to have a meeting in a small village on the outskirts of Exeter. A number of UNISON activists together with other union colleagues, friends and work colleagues managed to persuade the caretaker of the village hall that it was not a good idea for the BNP to hold a rally in our area. Half an hour before the meeting was due to take place, the caretaker and the villagers cancelled the meeting.

Common sense will prevail with a KISS approach.

UNISON health conference

Brighton 19-21 April

The two motions selected by LGBT conference for this year’s UNISON health conference are on building equalities through the knowledge and skills framework and on negotiating for change. They draw attention to the opportunities that exist to promote LGBT equality for health workers, including the potential of the Knowledge and Skills Framework and the forthcoming single equality duty on health bodies. They also remind branches about UNISON’s negotiating resources on LGBT workers rights.

All LGBT members at health conference are warmly encouraged to attend the LGBT caucus meeting in room Beta East in the Brighton Centre, 5.15-6.15pm on the Monday of conference. Meet your delegates – Ali Mackenzie and James Bull, discuss the agenda and do the all-important networking.

Our LGBT materials will be on an equalities stall at the conference, so you can pick up resources for your branch there.

Making our services work for us: Local involvement networks

By **Richard Lohman**, Oxfordshire Health Branch

If you live in England and want to improve your local LGBT health and social care then get involved in your LINK. Local Involvement Networks (LINKs) are independent networks of individuals and community groups who work together to improve local health and social care services.

When the UNISON guidance on local involvement came out in 2008, I realised that the LINK for Oxfordshire could be used as an ally for UNISON's aims and a critical friend of local health and social care. I was elected to the LINK steering group last March and it has become a real way to influence decision-making, independent of my workplace.

Organisations have a requirement to answer LINK's requests for

information. This is especially useful for those not governed by the Freedom of Information Act despite being funded by public money, such as Drug and Alcohol Action Teams, which commission drug and alcohol services. LINKs also play a crucial role in consultations on changes in public services. For example the latest Department of Health document 'Transforming Community Services', published in February and significantly improved through UNISON's negotiations, states that LINKs have to be involved in consultations on Primary Care Trust plans in drawing up proposals for services, if they are to be acceptable to their bosses in the Strategic Health Authorities.

There is lots of potential for LINKs to positively influence local health

and social care, including LGBT provision. So do get involved - let your LINK be an extension of your voice. It really has the power to influence change. LINK is the voice of the people on their health and social care, a critical friend and a powerful UNISON ally.

Updated UNISON advice on using overview and scrutiny to improve services and challenge outsourcing is at unison.org.uk/file/A9277.pdf.

Wherever you live in the UK, UNISON wants to unlock the potential of the public sector equality duties to improve workplaces and services. See page 4 for an update on the new single equality duty and a call for good and bad practice examples.

New NHS advice on cervical screening

Many in our community avoid cervical screening. This can be because of ill-informed 'advice' - including from some GPs - that women who don't have sex with men are not at risk of cervical cancer. It can also be because of fear of inappropriate questioning or having to deal with prejudice. The NHS has published new advice that makes clear that:

- Everyone aged 25-64 who has a cervix, is eligible for cervical screening. This includes transmen.
 - Nearly all cases of cervical cancer are associated with the HPV virus, which is a sexually transmitted infection.
 - HPV can be passed on during sex between women, although the risk of infection through heterosexual intercourse is thought to be higher.
 - Even if you have never had sex with a man, a partner (or a partner's partner) may have. This means you could still have been exposed to the HPV virus.
 - Regular cervical screening prevents around 75% of cervical cancers developing.
- The full advice is on the NHS cancer screening web pages - search for 'lesbian-bisexual'

No human rights for LGBT asylum seekers

By **Chris Weller**, Dover local government branch

Over the past few years we have seen significant improvements in lesbian, gay, bisexual and transgender (LGBT) rights in the UK. This has not been matched in many other parts of the world: consenting same sex relationships are a criminal offence in 80 countries, punishable by death in seven countries, and there is widespread and violent persecution of LGBT people in many more countries.

LGBT asylum-seekers in the UK are not afforded the dignity that many UK residents now enjoy. The view of the UK Border Agency is that LGBT people could avoid persecution in their home country by keeping their sexual identity secret.

The United Nations High Commission for Refugees has countered this view. Their guide states “being compelled to forsake or conceals one’s sexual orientation and gender identity where this is instigated or condoned by the State, may amount to persecution”. It also contravenes Article 8 of the European Convention of Human Rights.

Another challenge people face is proving they are LGBT. There is no test for sexuality or being trans, and people seeking asylum are not given the benefit of the doubt. To convince the UK Border Agency, the applicant is often asked to give intimate details of their sexual and other relationships.

Asylum seekers awaiting deportation or appeals are imprisoned in detention centres to prevent them absconding. They have no definite sentence or chance to reduce their sentence by good behaviour. They are isolated far from family and friends. If LGBT, this isolation is made worse when they are confined to their rooms to avoid violence and abuse from other asylum seekers.

Following are testimonies of two former detainees at Dover Immigration and Removal Centre - a

prison for refused asylum seekers. These are typical stories from LGBT asylum seekers. In both cases, I stood surety and got bail for them with the assistance of the charity Kent Refugee Help.

The first person fled Cameroon, where being homosexual is a criminal offence, carrying a maximum 5 year prison sentence. He had suffered homophobia throughout his adult life and his family had disowned him, threatening to report him to the authorities.

He claimed asylum as soon as he arrived at Stansted Airport. He was sent to a hostel in Dudley with weekly reporting to a local police station. While in Dudley, he attended a friend’s wedding in London. As his friend was drunk, he drove the one mile from the church to the wedding reception.

He was stopped by the police - although he has a Cameroon driving license, he didn’t have a UK license or insurance. For this low level crime he was given a maximum sentence of 18 months. A joy rider committing a similar crime from the local estate would have got a community sentence!

A criminal sentence over 12 months is defined as a serious crime and can lead to automatic detention and deportation on release. After nine months, he was transferred to Dover Immigration and Removal centre, where he spent a further six months contesting deportation. With our support, he got bail and was sent to a hostel in Leeds as, apparently, there were no hostels in the South East (cheaper accommodation in the north). I helped him contest his deportation, despite the distance.

Unfortunately he lost his appeal and has absconded.

The second person is in his twenties and fled Algeria where he had suffered homophobic

m seekers?

beatings throughout his adult life. Being gay carries a prison sentence of up to 3 years.

Four years ago, he arrived as a stowaway on a boat with a false passport. He worked in the UK, but was arrested for having a false National Insurance number. He was sentenced to 12 months in prison and locked in a cell 22 hours a day. He became very ill with a rare form of tuberculosis contracted in prison, and spent two weeks in a public NHS ward, chained to a guard 24/7, in full view of other patients and staff.

After six months, he was transferred to a detention centre, where he spent a further five months contesting deportation. He described the eleven months in jail as the worst time of his life. His crime had no victim and was all about survival: he had to work to live.

He fled Algeria because of the beatings and was terrified of imprisonment. He did not claim asylum because he feared he would be unsuccessful. His fears were correct. The immigration judge said that he should return and live a secret life.

My first meetings with such men are always emotional. I know that for them to speak openly to another gay man that understands their plight is very important to them. In my view this country has abused these men's dignity and human rights. LGBT asylum seekers must not be returned to countries where to live a secret life is simply not an option.

The UK Lesbian and Gay Immigration Group (UKLGIG) supports LGBT asylum seekers and carries out same sex partner immigration casework and research and policy work. UNISON supports this organisation nationally. I would urge regional LGBT groups to make donations and encourage branch discussions on the issues. Their contact details are right.

PROMOTING LGBT EQUALITY IN EDUCATION

From Section 28 to active promotion
London – Saturday 15 May

Free one day conference called by the TUC and education unions to discuss building LGBT equality for workforce and learners.

Open to all with an interest in education – from early years to life-long learning. Find out more and apply to attend by emailing out@unison.co.uk or write to Carola Towle, UNISON LGBT officer – see page 11 for contact details.

A report from UK Lesbian & Gay Immigration Group

Failing The Grade

Home Office initial decisions on lesbian and gay claims for asylum
April 2010

UK Lesbian & Gay
Immigration Group

UK Lesbian & Gay Immigration Group
32-36 Loman Street, London SE1 0EH
Telephone: 020 7922 7811
www.uklgig.org.uk

UNISON meets Guatemalan human rights defender

By **Terry Conway**, Greater London LGBT committee

In February, members of UNISON’s national LGBT committee and Greater London LGBT committee met with Jorge Luis López Sologaitoa, a human rights defender from Guatemala.

Jorge told the poignant and powerful story of the organisation he founded 18 years ago, initially a gay men’s HIV organisation. ‘When we went to the streets, we realised that HIV was not just an issue for gay men. We started to work with some trans people and increasingly realised that the spread of HIV has to do with discrimination.

‘In 1997 two soldiers murdered a trans person who was an honorary member of the group. This was a major turning point. We decided to work on hate crimes generally and we flung the doors of Oasis wide open, asking everyone to join us.’

He told of how, as the group became more political, sources of funding dried up and members of the group were subjected to police harassment and extrajudicial murder. International support has been crucial to Oasis, including the work of Peace Brigades International, who activated a support network when Jorge himself was arrested. As a result,



his initial hearing was attended by representatives of several embassies. He says he is sure that without the involvement of PBI, he would also be dead.

Jorge had heard of UNISON through Oasis’ involvement in ILGA. In Guatemala, they have made some links good with trade unions – indeed Guatemalan trade unionists know all about police harassment. It was agreed to stay in touch and look for opportunities for future collaboration.

Peace Brigades International is a grassroots organisation whose volunteers provide protective accompaniment to local human rights defenders living in areas of conflict, whose lives and work are threatened as a result of their work. More at peacebrigades.org.uk .

Turkey: stop violence against transgender people

The murders of two transgender women in Turkey highlight the pattern of violence and the urgent need for stronger protection measures by the government. UNISON’s LGBT conference in November agreed a resolution drawing attention to the increasing levels of hate crime, and the harassment of LGBT groups. That was before these most recent murders. UNISON strongly endorses a joint letter from Turkish Group Pink Life, ILGA-Europe, Human Rights Watch and International Gay and Lesbian Human Rights Commission to the Turkish Prime Minister.

The letter calls on Turkey to remedy the conditions that place transgender people at risk from acts of violence by enacting anti-discrimination protections, instituting programs to combat prejudice and hatred, and repealing laws that provide an opportunity for police to harass stigmatized groups. You can read the whole letter on the Human Rights Watch website hrw.org

Contact us and get involved

Contact your local branch to find out if they have an LGBT or equality officer. Whether or not you are out in your branch, you can contact your regional LGBT group in confidence.

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Wanting more?

Out in UNISON is only published three times a year, but you can get monthly updates direct to your inbox by signing up for our LGBT e-bulletin at unison.org.uk/out

Contact us

For more information about your regional LGBT groups or to join UNISON please call 0845 355 0845.

Minicom 0800 0 967 968.

Lines open from 6am to midnight, Monday – Friday and 9am to 4pm Saturday



Date Thursday 15 July 2010
Time 9am–6pm
Venue OPZZ, ul. Kopernika 36/40, 00-924 Warsaw, Poland

Conference aims
The conference aims to explore best practice and experience in Western European trade unions to promote LGBT equality in Central and Eastern Europe by:

- promoting trade unionism to LGBT workers in Central and Eastern Europe
- supporting LGBT trade union activists
- raising awareness of discrimination against LGBT people
- finding ways to tackle workplace discrimination on the grounds of sexual orientation and gender identity, sharing good practice.

How to attend
Participation in the conference is free but by application only – deadline 28 May. To register or for more information contact Adam Rogalewski: rogalewski@opzz.org.pl or a.rogalewski@unison.co.uk

The conference will be in Polish and English with simultaneous interpretation into German and Russian on request.

OPZZ & LGBT equality
This is the first conference on LGBT equality in Central and Eastern Europe organised by the Polish confederation of trade unions, OPZZ. It follows the appointment of a dedicated OPZZ LGBT officer in 2009 by OPZZ. The conference is supported by ETUC.





Are you an LGBT UNISON member?

Get involved, network, find out what's going on, have your say...



Did you know UNISON holds an annual conference for lesbian, gay, bisexual and transgender members?

We also hold national networking meetings for:

- bi UNISON members
- trans UNISON members
- Black LGBT UNISON members
- disabled LGBT UNISON members.



You don't have to be out to attend and your union will pay your costs. This year our annual LGBT conference is in Bristol on 19-21 November. To find out more about our conference and network meetings:

Web unison.org.uk/out
Email out@unison.co.uk
Call in confidence
020 7551 1799



National UNISON LGBT network meeting dates

Bi members

Friday 23 July
10.30am – 1pm
London

Trans members

Friday 23 July
2 – 4.30pm
London

Disabled LGBT members

Friday 10 September
11am – 4pm
Birmingham

Black LGBT members

Saturday 11 September
11am – 4pm
Birmingham

You don't have to be out to attend. UNISON will pay your travel costs and provide your lunch.



Out in UNISON is available to UNISON members in large print, Braille and on disc – email out@unison.co.uk