



UNISON national lesbian, gay, bisexual and transgender members committee

Annual report 2013 — Appendices

# LGBT members – building a stronger union

a million  
voices  
for  
public  
services

**UNISON**  
the public service union

## Action on resolutions of 2012 UNISON national LGBT conference

This is a summary of action taken by the national LGBT committee on the resolutions of last year's conference. Many of the resolutions also call for action at regional and branch level, which is not covered here. Given the style of this appendix, it does include some abbreviations. These are spelt out at the end.

### 1 Negotiating for equality in a time of cuts

Notes the worsening terms and conditions of many under the Tory-led government's attack on public service workers and failed austerity measures, but that some groups are disproportionately badly affected. Affirms the importance of continuing to negotiate for equality.

Action	Update
Update and promote guidance and factsheets on bargaining for LGBT workers rights	Updated May 2013, promoted widely and referred to service groups
Encourage LGBT activists to raise LGBT negotiating issues and get involved in bargaining	Training sessions on negotiating skills at LGBT policy weekend and 2013 LGBT conference
Encourage the sharing of good practice to build UNISON's agreements database	All urged to submit

### 2. Pay and Pride

Also see resolutions 16 and NDC3

Notes that many LGBT people work in public services because of the terms and conditions secured by union negotiations over the years. However, these are being undermined by the current government. Calls for LGBT members to join UNISON's pay campaigns.

Action	Update
Seek LGBT members views on LGBT angle/issues and feed in to main pay campaigns	Priority UNISON campaign: LGBT members' experiences sought in research into effect of austerity
Promote ways for LGBT members to get involved in pay campaigns	Series of articles and items on website, in Out in UNISON and LGBT e-bulletin

### 3. Bargaining for trans workers rights

#### 4. There is no place for transphobia

Expresses concern about high levels of prejudice and discrimination faced by trans workers, together with failure of many employers to address trans equality. Highlights need for dedicated policies which recognise the diversity of trans people and for other policies to address trans issues.

Action	Update
Promote UNISON's bargaining advice 'Transgender workers rights' and UNISON's 'Introductory guide for union reps supporting trans members' and encourage their implementation	Priority issue throughout 2013, raised at service groups conferences, in LGBT and all-UNISON activists publications and on website
Highlight particular issues re-transitioning at work, absence management, confidentiality and issues for Black trans workers	Included in above work
Urge regional LGBT SOGs to recruit and involve trans member; showcase trans activists at all levels of union	National committee has sought and received regular reports on this from regional groups
Seek to ensure that equality training includes trans issues	Raised with national and regional training leads

**5. Improving equality for bi workers and bi visibility**

Notes continuing high levels of workplace biphobia and how it can contribute to mental ill-health. Notes that experiences of lesbian and gay workers are not a good measure of bi workers experiences. Welcomes growth in bi organising and highlights groups, websites and events that are available.

Action	Update
Raise awareness of myths and truths about bisexuality	Features in Out in UNISON, e-bulletin and website. New UNISON factsheet on why bisexuality is a trade union issue launched to mark Bi Visibility Day
Make sure that negotiations, campaigns and training on sexual orientation include tackling biphobia	Bisexual equality highlighted in updated bargaining advice and topic of LGBT motion to Water, Environment and Transport conference.
Publicise bi groups and events, including Bi Visibility Day on 23 September, to recruit and organise and raise profile of negotiating issues	Publicity in UNISON and other publications, plus social media activity to promote Bi Visibility Day

**COMP A - LGBT parenting rights and equality for adoptive parents**

Notes that LGBT parenting rights, whether as single people or as a couple, have advanced greatly, though individuals are not always aware of their rights and may anyway experience unlawful discrimination. Highlights discrepancy between pay for maternity/paternity leave and for adoption leave, and lack of statutory leave for those parenting via a surrogacy arrangement. Notes that this likely to disproportionately impact on those without a different sex partner. NOTE: the week of LGBT conference, government announced changes to bring adoption leave in line with maternity/paternity leave and to introduce statutory surrogacy leave.

Action	Update
Work with service groups and sectors to identify worst and best practice	Raised with service groups
Update UNISON bargaining advice on parenting	Bargaining advice revised
Publicise advice to LGBT members and information on LGBT parenting organisations	Information included in LGBT e-bulletin, including promoting LGBT adoption/fostering week. UNISON workshop at ILGA-Europe conference on 'family matters in the workplace'.

### 8. LGBT awareness training – supporting our LGBT members

See also resolutions 3, 4 and 5

Celebrates our successes in improving LGBT equality and participation in UNISON, but notes that this is not equally present in all branches. Affirms the fact that any branch rep should be able to deal with LGBT members issues.

Action	Update
Call for LGBT equality to be mainstreamed in training for branch reps	Referred to national and regional training leads

### 9. Reaching our potential members

Welcomes LGBT SOGs role in putting equality at the heart of UNISON. Notes that organising challenges – for recruitment, retention and activation - are greater than ever, with increasingly fragmented workforce, privatisation and casualisation. Yet the need to unionise is also more urgent than ever.

Action	Update
Develop strategies to reach, recruit, retain and activate LGBT members outside core employers	Priority across UNISON: LGBT specific materials developed and used at sector events and recruitment drives. New LGBT web to print leaflet for use in regions and branches
Support our activists in gaining recruiting skills	Recruitment script and flow-chart developed to give our activists the skills and confidence to bring new members into UNISON
Publicise range of ways members can get involved	Profiles of range of activists in Out in UNISON; regular items in e-bulletin
Continue to develop use of social media, while not losing importance of face to face recruitment	See update on resolution 10 below
In all this, pay particular attention to fair representation	National recruitment initiatives targeted at under-represented groups including bi, trans and Black LGBT members.

	Main topic of annual regional convenors day.
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**10. Using social media for LGBT organising and campaigning**

Welcomes increased use of social media in UNISON and in our LGBT group, while highlighting the importance of safety and confidentiality for LGBT members.

Action	Update
Promote UNISON’s top tips on facebook and twitter; advice on social media and workplace discipline; and guidance on using social media in campaigning	Advice on using social media in Out in UNISON 49;
Encourage use of social media while recognising that it does not reach all members so a range of methods are essential	UNISONLGBT facebook and twitter use expanded and promoted; regional use encouraged
Request that importance of safety and confidentiality are highlighted in UNISON training and advice on social media	Referred to UNISON Communications

**11. Including retired members (1)**

Also see resolution 12

Recalls previous LGBT conference resolution to investigate the anomaly that retired members can elect delegates to National Delegate Conference with the right to speak but not to vote, but cannot to LGBT conference or the other SOG conferences.

Action	Update
Continue discussions with other SOGs and retired members on introducing retired member delegates to national SOG conferences	Agreement of other national SOG committees and national retired members committee secured for this proposal. Then referred to NEC equality liaison committee who have agreed to recommend that the NEC submit the necessary rule amendment. Currently with NEC Development and Organising Committee.

**12. Including retired members (2)**

Also see resolution 11

Highlights the largely untapped potential of LGBT retired members to be involved in self-organisation.

Action	Update
Continue to promote the retention and activation of retired LGBT members and	Successful fringe on involving retired members at 2012 LGBT conference.

report on progress to LGBT conference	Issues referred to national committee. Factsheet for SOG and retired members in 2013 delegate conference UniZone. Fringe meeting on self-organisation at 2013 Retired Members Conference.
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**13. There For You**

Highlights the existence and services of UNISON’s welfare charity ‘There for you’.

Action	Update
Urge UNISON welfare to ensure all their publicity is LGBT inclusive	Referred to UNISON Welfare
Discuss with them how to promote the charity to LGBT members as potential beneficiaries, volunteers and fundraisers, monitoring take-up	Feature in Out in UNISON 50 and promotion via other LGBT publications and events

**15. Defending LGBT public services and jobs**

Also see other resolutions on particular services  
 Deplores Tory-led government’s brutal and unnecessary cuts to public services and their impact on LGBT and young people. Highlights examples of cuts to range of services LGBT people rely on.

Action	Update
Continue comprehensive strategy to publicise the impact of attack on public services on LGBT people, including young LGBT people and other sections of our community who face particular disadvantage	Priority area of work this year: LGBT recruitment leaflet revised to include anti-austerity messages; UNISON’s defence of public services and alternative to austerity promoted at Prides and other community events and venues. Articles in our LGBT publications.

**16. Living Wage v Dickensian Poverty**

Also see resolution 2, 13, 17 and NDC3  
 Notes widespread areas of deprivation, including some hidden pockets and considerable levels in rural areas. Welcomes UNISON’s campaign for a living wage for all, as a minimum, which is nevertheless above the statutory minimum wage.

Action	Update
Promote the campaign for a living wage to LGBT members, highlighting LGBT issues	Items in e-bulletins and articles in Out in UNISON 50 and 51.
Raise LGBT members awareness of UNISON welfare services	Feature in Out in UNISON 50, included in motions to LGBT conference, and stall at our conference

## 17. LGBT – going for growth

Also see resolutions 2, 13, 16 and NDC3

Notes Tory myths and lies about – and true causes of – current economic crisis; acknowledges that lies about cause being excess public spending are believed by much of public. Asserts the importance of publicising and campaign for the alternative to failed austerity measures. Warns that without an alternative, inequality will be embedded in the UK and conditions will be right for the growth of the far right.

Action	Update
Promote UNISON's alternatives to austerity to LGBT members and communities, including at pride and other events	Main priority in all our work this year. GPF funding secured for research into specific effect on LGBT people. Topic of UNISON motion to TUC LGBT conference
Build highly visible LGBT presence in UNISON-backed anti-austerity and anti-far right actions	National LGBT banner and balloon at national events, publicised via e-bulletin, facebook and twitter
Campaign against public sector pay freeze, pay caps and regional and local pay; and in support of UNISON's local and national living wage campaigns	Articles in our publications; motions to TUC LGBT, LGBT Labour and Labour Link conferences
Put investment in public services on agenda of local, regional and national Labour administrations and future Labour governments	Raised through work on Labour Link

## 18. Challenging attacks on equality and human rights

Also see resolution 46

Deplores Tory government's ever deepening attacks on equality and human rights and impact on LGBT members. Attacks include repeal of 3<sup>rd</sup> party harassment protections, socio economic duty, and tribunal questionnaire procedures, review of public sector equality duty, slashing of Equality and Human Rights Commission (EHRC) funding, remit and services and continued questioning of the Human Rights Act and European Court of Human Rights.

Action	Update
Campaign against further weakening of Equality Act, diminishing of EHRC and threats to human rights framework	Vigorous campaigning but Tories hell-bent on this agenda. Main focus this year has been defending the public sector equality duty. Outcome of review of duty was better than feared, as a result of concerted and co-ordinated campaign across equality communities
Identify examples of where equality duty is improving public sector service delivery and feed into campaign review	All urged to identify and submit examples
Continue to use equality duty to defend	Continuing whole-UNISON priority

and improve employment and services	
Urge Labour party to restore its flagship 2010 Equality Act as intended when back in power	Included in motion to Labour Link conference and in all work with Labour Link

**19. Personalisation: empowering service users or a cover for cuts and privatisation?**

Expresses growing concern that ‘self directed support’, while having a rhetoric of increased choice and control, is actually being used as a cover to cut services in some areas and threatens public provision of social care services. For example, Glasgow City Council is seeking to make 20% savings through implementation of personalisation, encouraging service users to ‘shop around’ till they find a provider they can afford. Welcomes campaigns like ‘Defend Glasgow Services Campaign’ – joint campaign by trade unions, service users and carers to make Glasgow look again at how it implements personalisation.

Action	Update
Campaign for adequate funding and safeguards for staff in implementation of personalisation	LGBT group part of UNISON-wide campaign on this

**COMP B - Young Gay...And Homeless**

Also see resolution 44

Deplores government attacks on access to affordable housing, which impact particularly severely on young LGBT people, including changes in housing benefit, introduction of fixed term tenancies and threats to remove housing benefit from under 25s altogether. Asserts the unacceptability of changes to housing and benefits policy which force young LGBT people to stay in houses where they are at risk, relocate frequently or become homeless. Notes the lack of suitable hostel accommodation for young LGBT people, a situation made worse by cuts to youth services, and the importance of charities such as the Albert Kennedy Trust who work in this sector.

Action	Update
Defend youth services and other services that support young LGBT people	Evidence sought in GPF-funded research into effect of austerity on LGBT people to strengthen our campaigning
Campaign for housing and benefits changes to be rigorously equality impact assessed and action taken to address any adverse impact	Fed into UNISON’s campaigns on welfare reform. Feature in Out in UNISON 50.
Encourage support for charities such as the Albert Kennedy Trust <a href="http://akt.org.uk">akt.org.uk</a>	Publicised across our group

**22. Increase in HIV education spending**

**23. HIV and AIDS**

Deplores government cutbacks in education about HIV in our schools and communities while numbers of those living with HIV continue to rise, around a

quarter of whom are unaware they are infected. Notes that men who have sex with men continue to be the largest group of those affected. Further deplores insufficient attention and funding for HIV prevention and support services, which leaves many people living with HIV without the support they need.

Action	Update
Campaign for improved education and information about HIV and its prevention and for better funding for HIV prevention and support services	Part of our pro-public services agenda; specifically raised in UNISON amendment to TUC LGBT conference

#### 24. Mental health and drug treatment services for LGBT people

Notes evidence of the disproportionately high levels of attempted suicide and drug problems among LGBT people.

Action	Update
Use the evidence to push for dedicated services for LGBT people and for training in LGBT issues for all staff in addiction and mental health services	Included in health work such as updated LGBT health factsheet and trans healthcare guide.

#### 25. Trans health equality

Expresses concern about serious health inequalities experienced by trans people in general health care and in services specific to gender identity issues. Notes move to national commissioning of gender identity services in England from April 2013, although not all services will be funded nationally. Welcomes NHS Scotland gender reassignment commissioning protocols published July 2012. Affirms importance of using equality duty and Human Rights Act to improve service delivery.

Action	Update
Campaign against privatisation and marketisation of NHS; promoting importance of tracking compliance with equality duty and human rights; and encouraging activists in England to get involved in new NHS structures	Priority UNISON campaign. Promoted 29 September Save the NHS demo. Article in Out in UNISON 51 on getting involved in new structures.
Work with trans organisations to develop best practice in trans healthcare; seek to ensure Scottish protocols implemented and use them to lever up practice across UK	Continued co-operation with GIRES, Gendered Intelligence, Press For Change and Scottish Transgender Alliance. Producing joint advice with GIRES on trans healthcare

#### Comp C - Equal marriage

Welcomes growing public support for same sex marriage and applauds success of campaign in Scotland. Recalls UNISON national delegate conference support for equality in marriage and civil partnership.

Action	Update
Step up awareness of campaign across UNISON	Articles across UNISON formats and publications, calling on all members to support the campaign
Call for the law change to go beyond civil marriage with faith groups permitted to offer marriage to same sex couples if that faith group wishes to.	Marriage (same sex couples) Act for England and Wales and Scottish Bill both include this, to some extent.

**28. Hate Crime – on the increase in times of austerity**

Notes that attacks on ethnic and religious minorities, asylum seekers and refugees, migrants, LGBT people and other vulnerable groups seem to be on the rise in Europe. Welcomes the Council of Europe committee of ministers recommendation that member states should take measures to combat anti-LGBT hate crime. Also welcomes first prosecution in England for incitement to hatred on grounds of sexual orientation. Deplores fact that despite Westminster government rhetoric on tackling hate crime, reality of police cuts and loss of specialist staff is that hate crime is going unchallenged. Endorses aims of LGBT, disability, Black and women’s history months as educational tools to challenge the attitudes that generate hate crime.

Action	Update
Campaign for challenges to right-wing media attacks on vulnerable groups	Publicised and supported the work of Trans Media Watch
Campaign for properly funded publicly-provided hate crime programmes	Referred to Labour Link and police and justice service group; motion to LGBT Labour AGM
Publicise hidden costs of hate crime and how to support members experiencing hate crime	Articles in Out in UNISON and e-bulletin
Continue to send solidarity messages to LGBT groups subjected to hate crime globally	Part and parcel of our international work

**29. Raising awareness of domestic abuse in the LGBT community**

Acknowledges UNISON’s work on tackling domestic abuse, including model policy. Notes that abuse within LGBT relationships remains under-recognised with the community and beyond and the scarcity of appropriate services for LGBT people.

Action	Update
Raise awareness of issues facing LGBT people experiencing domestic abuse, encouraging reporting of abuse to police and publicising support available	Articles and information in Out in UNISON and e-bulletins
Campaign against cuts to these services	Effect of austerity sought in GPF-funded research. Included in our campaign to defend public services

**30. LGBT community fighting the far right at the ballot box**

Notes poor turn-out in recent elections and how – amongst other negative consequences - this assists far right candidates in getting elected. Expresses concern about Tory-led government plans to introduce individual voter registration and end legal requirement to register to vote, which leading experts have warned could cause as many as 10 million voters, mainly poor, young or Black, to fall off electoral register. Urges all to use their vote in all elections.

Action	Update
Work with GPF and Labour Link to identify and promote specific strategies to encourage LGBT members to register and use their vote	Joint programme of work between regional Labour Link and regional LGBT groups identified and endorsed
Update national LGBT committee 'million voices against the far right' strategy	Updated autumn 2013
Promote campaigns to encourage voter registration and turn-out	Promoted whenever elections taking place; proposed motion to 2014 national delegate conference

**31. Keep the English, Welsh and Scottish Defence Leagues in your sights**

Notes lack of awareness of the nefarious nature of the English Welsh and Scottish Defence Leagues amongst LGBT community.

Action	Update
Publicise the real nature of the EDL and other defence leagues and challenge their false claims about protecting LGBT rights	Included in work against the far right – which extended to include publicising real nature of UKIP.
Publicise the Hope not Hate LGBT network and other UNISON linked anti-fascist/anti-racist groups and encourage members to join	Included in monthly e-bulletins and Out in UNISON
Update national LGBT committee 'million voices against the far right' strategy	Updated autumn 2013

**32 Holy redundant – remove bishops from parliament**

Notes that most recent plans to reform the House of Lords would still retain automatic seats for twelve Church of England bishops. Notes the voting record of C of E bishops in the Lords to date, voting against the age of consent, in favour of retaining the religious exemption from sexual orientation workplace equality and objecting to the government's proposals on equal marriage. Asserts that proposal to retain these reserved seats in a reformed Lords is a 'ludicrous affront to equality' as it effectively reserves seats for heterosexual men and celibate gay/bisexual men.

Action	Update
National committee to raise issue with NEC and seek UNISON policy on removing reserved seats for these bishops	NEC endorsed the principle, noted that this is not a UNISON priority and agreed to include in work on Lords reform when this returns to the political agenda

### COMP D - History of pride

Commends the group's work on raising LGBT issues across the union and the high profile of regional groups at many pride events. Notes the history of pride and expresses concern about the loss of its political nature at some events now. Highlights key figures and groups in our LGBT history and the importance of LGBT history month.

Action	Update
Produce inclusive and representative history of pride materials for use in LGBT and Black History months, highlighting why pride is needed today	Joint project with TUC, other unions and Schools Out to produce online educational LGBT history resource. Project funding currently being sought.
Encourage non-LGBT members to participate in pride events	Article in NDC newsheet and regional and branch groups urged to

### 34 The LGBT Calendar

Highlights the increasing numbers of regional, national and international LGBT events of interest to UNISON LGBT members and which present an opportunity for us to publicise UNISON's campaigns and objectives.

Action	Update
Draw up and publicise an annual calendar of relevant LGBT events, including prides, ILGA conferences and so on	Regional and branch groups asked to send in events, which included in calendar circulated to regional groups and publicised on UNISON website.

### 35 Decolonising LGBT equality - aid conditionality and LGBT human rights

See also Comp NDC1

Expresses concern about David Cameron's threat to cut overseas aid to countries which criminalise homosexuality. Sets out why UNISON opposes aid conditionality in general and why it is particularly dangerous as a tool for LGBT equality, undermining the work of local human rights campaigners and risking a backlash against them.

Action	Update
Publicise the dangers of such aid	Article in Out in UNISON 50 and

conditionality and promote understanding of international solidarity amongst LGBT members	revisited in motions to 2013 LGBT conference
Raise with Westminster government and Labour party	LGBT motions to Labour Link conference and LGBT Labour AGM; meeting with Labour Shadow Secretary for International Development October 2013
Explore possibilities of an LGBT equality project that meets the criteria of UNISON's international development fund.	Continuing to explore possibilities

**36. LGBT equality in the Commonwealth**

Welcomes slow but measurable progress on raising LGBT equality as a human rights issue in the Commonwealth, while noting that 46 of the 76 countries which still criminalise same sex relations are in the Commonwealth.

Action	Update
Continue to press the FCO to use UK participation in the Commonwealth to support LGBT equality	LGBT stakeholder meetings at FCO have ceased under current government. Seeking alternative ways to pursue this.
Continue to raise LGBT inequality in labour internationals and lobby for LGBT rights through international institutions including UN; ILO; EU and Council of Europe	Co-ordinated work with UNISON international – progress with many of these institutions
Raise awareness about the importance of solidarity messages to LGBT people and human rights defenders facing persecution	Raised via Out in UNISON, e-bulleting and regional convenors

**38. Kiev Pride Event**

Also see resolution 39

Expresses concern that first ever pride event in Ukrainian city of Kiev was cancelled on police advice shortly before it was due to set off, because of a 'security threat'. Notes Amnesty International (AI) statement that it was clear that the Kiev police had not wanted the march to go ahead from the start and had failed to put adequate security measures in place. Deplores the failure of the authorities to uphold the human right to freedom of assembly. Applauds the determination of the Ukrainian pride organisers who sought to hold the event in a clearly hostile environment.

Action	Update
Send a message of solidarity to the Kiev pride organisers	Historic first Kiev Pride took place May 2013
Work with others to find ways to support the campaign against attacks on basic	Part of wider work, co-ordinated by ILGA-Europe, against attacks on civil

human rights in Ukraine, calling on the European Parliament, Commission and Council of Europe to condemn the hostility and highlight the duty to uphold the right to freedom of assembly for Pride participants	rights and human rights defenders. European Commission and European Parliament have extensive work with Ukraine on key expectations for entry to European Union
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### 39. Ukrainian State Discrimination

Also see resolution 38

Notes bill before Ukraine's parliament making the promotion of homosexuality a criminal offence punishable by prison. The bill does not clearly define "promotion of homosexuality" but says it is a threat to national security. Resolution asserts that, if passed, the law would fly in the face of Ukraine's international obligations to protect the right to freedom of expression and prohibit discrimination.

Action	Update
Work with others to find ways to support the campaign against attacks on basic human rights in Ukraine, including calling European Parliament, Commission and Council of Europe to make representations to the Ukrainian government and parliament, calling on them to reject the bill and uphold the human rights to freedom of assembly and expression	Council of Europe advisory body concluded this June that bill conflicts with international human rights standards and the European Convention on Human Rights. Feature in Out in UNISON 51.

### 40. Palestine

Welcomes developing UNISON, TUC and Palestine Solidarity Campaign (PSC) policy on raising LGBT awareness about the demand for immediate recognition of an independent Palestinian state; building support for boycott of illegal Israeli settlement goods/divestment from companies profiting from the occupation; and exposing 'pink-washing' –attempt by Israeli state to use LGBT equality arguments to counter criticism of its occupation of Palestine. Welcomes high profile 'no to pinkwashing' campaigning during world pride in summer 2012, by PSC, supported by UNISON.

Action	Update
Publicise the work of PSC, encouraging LGBT members to join and branches and regions to affiliate; publicise UNISON materials on boycott and divestment campaign and promoting anti-pinkwashing campaign	Regularly included in publications, bulletins and materials at stalls, marches and other events
Work with PSC to develop links with Palestinian LGBT groups and develop its own LGBT network, facilitating PSC presence at prides	Continuing work

#### 41 'Corrective' Rape

Deplores the continuing incidence of so-called corrective rape where women are raped as a way of punishing and 'curing' non-conforming gender behaviour or sexual orientation. Notes that many cases are from South Africa, but that incidence is more widespread and is often over-looked.

Action	Update
Work with organisations such as End Violence Against Women to raise awareness, ensure campaigns highlight the incidence of corrective rape and lobby UK government for its inclusion in the UK's international strategy to end violence against women	In liaison with UNISON women's committee, who lead on this work. Similar resolution carried at 2013 Women's conference. Raised in shadow report to the UN from the UK CEDAW working group
Raise as a human rights violation in our international work, liaising in particular with sister unions in South Africa	Referred to UNISON international and endorsed by them

#### 42. Out of many we are one - hope for real independence and LGBT equality in Jamaica

Welcomes re-election of Jamaica's first woman president and celebrates 50<sup>th</sup> anniversary of Jamaican independence. Notes that, in stark contrast to her predecessor, PM Portia Simpson Miller has said she would not discriminate on grounds of sexual orientation when choosing her cabinet and would review the anti-buggery laws.

Action	Update
Write to Jamaica High Commissioner welcoming PM's statements and seeking progress update	Similar motion to Black members conference. Following liaison with NBMC, Dave Prentis wrote to High Commissioner as requested
Explore solidarity work with Jamaican trade unions (JALGO) and LGBT-supportive Jamaican organisations	Raised with JALGO, in liaison with UNISON international. Feature in Out in UNISON 51

#### 43 The right to family life – for some

Notes with concern immigration rule changes that – among other new restrictions – introduce minimum income threshold for those wanting to sponsor a non-European Economic area partner to join them in the UK. Notes particularly harsh implications for LGBT couples whose option of settling together in non-UK partner's home country can be non-existent or fraught with difficulty and risk. UK is one of the few countries where a bi-national same sex couple can have their relationship recognised and has one of most progressive trans equality laws. Notes impact will fall disproportionately on women, disabled, young, Black, retired, low paid and unemployed people.

Action	Update
Alert members to changes and their disproportionate impact, signposting support groups such as UK L+G Immigration Group (which is LGBT)	Continuing close co-operation with UK LGIG, including sponsoring their 2013 publication 'Missing the Mark'
Seek commitment from Labour for change under future Labour government	Raised in work with Labour Link

#### 44 Disabled members and the “spare bedroom tax”

See also Comp B

Notes with concern continuing changes to housing and other benefits which leading to increasing rent arrears and homelessness, highlighting proposed change from April 2013 whereby social housing tenants' housing benefit reduced by up to 25% if they are deemed to be under-occupied. Notes particular impact on disabled and LGBT people, because of their particular housing needs.

Action	Update
Campaign against the implementation of these cuts and publicise UNISON welfare and advice lines	Features in Out in UNISON and information in e-bulletin
Monitor developments including any successful appeals which establish grounds for others to challenge cuts	Continuing work

#### 45. Attitudes against LGBT disabled people

Notes with concern that attitudes to disabled people have worsened in the current economic climate, exacerbated by the Westminster Government. Government misinformation has fed in to a hate campaign by the tabloid press, labelling disabled people as scroungers. Further notes increase in hate crime targeted at disabled people.

Action	Update
Raise awareness of discrimination and stigma faced by disabled people, dispelling the myths	Publicised via e-bulletins and Out in UNISON
Target recruitment initiatives at disabled LGBT workers	Joint work with disabled LGBT members group, ensuring LGBT materials available at UNISON disability equality events
Consider holding a discussion group on disability equality at 2013 LGBT conference	Agreed with disabled LGBT members caucus that this would be in programme for 2014 conference.

#### 46. The future for equalities

Also see resolution 18

Notes the worrying track record of the recently appointed Minister for Women and Equalities during her time as Disability Minister and her voting record on LGBT issues.

Action	Update
Monitor the government's performance on equality and campaign against the continuing erosion of the equality agenda	Whole union campaign, publicised through all LGBT channels
Seek examples from members, branch and regional groups on how their equality is being affected by cuts	Examples sought through GPF-funded research into effect of austerity on LGBT people

#### EM1. Defending our reproductive and sexual rights

Expresses concern about views of very senior Tories, including secretary of state for health, minister for women and equalities, home secretary and prime minister, on the need to reduce time limit for abortions; and private members bill introduced last year on issue. Notes reproductive rights are under attack from religious and far right extremists across the globe; this links with broader attempt to control sexual and reproductive freedom in name of family and traditional values, pushed in particular by organisation in the US. Welcomes establishment of Global Interfaith and Secular Alliance, working to promote sexual and reproductive health and rights, to which ILGA-Europe an ally.

Action	Update
Raise awareness of the attack on reproductive rights in the UK and beyond, publicising link between those who oppose a woman's right to choose and those who oppose LGBT rights	Referred to NEC and raised in LGBT amendment to women's conference
Join the campaign to defend women's reproductive rights, lobbying government to improve services and reduce waiting times; reduce rates of unintended pregnancy by increasing access to contraception; halt intimidation by protesters outside clinics and remedy the discrimination faced by women in N Ireland	Fringe meeting organised by LGBT committee at national women's conference

## Explanation of abbreviations

AIDS	Acquired Immunodeficiency Syndrome
Bi	Bisexual
CEDAW	Committee on the Elimination of Discrimination against Women
Comp	Composite motion
EDL	English Defence League
EHRC	Equality and Human Rights Commission
EM	Emergency motion
EU	European Union
FCO	Foreign and Commonwealth Office
GIRES	Gender Identity Research and Education Society
GPF	General Political Fund
ILGA	International LGBTI Association
ILO	International Labour Organisation
Labour Link	UNISON department that works directly within the Labour Party to take UNISON's policies into the heart of the party
LGBT	Lesbian, gay, bisexual and transgender
LGBT Labour	Labour Campaign for Lesbian, Gay, Bisexual and Trans Rights. Affiliated to the British Labour Party
NBMC	National Black Members Committee
NDC	UNISON national delegate conference
NEC	National Executive Council
Out in UNISON	Newsletter on LGBT equality in UNISON
PSC	Palestine Solidarity Campaign
SOG	Self-organised group
Trans	Transgender
TUC	Trades Union Congress
UKLGIG	UK Lesbian and Gay Immigration Group
U-mag	Magazine for all UNISON members
UN	United Nations

## Attendance at national LGBT committee meetings

P = present    A = apologies    R = resigned  
 - = not yet a member of the committee or had left committee

Blank = neither attended nor submitted apologies

	12/01/13	22/03/13	26/07/13	21/09/13
<b>EASTERN</b>				
Asha Wolfe–Robinson	P	P	P	P
Doug Stow	P	P	A	P
<b>EAST MIDLANDS</b>				
Manjit Kaur	-	-	P	A
Alex DeWinter	P	P	A	P
<b>GREATER LONDON</b>				
Jackie Lewis	A	P	P	P
Deirdre Costigan	P	P	P	P
<b>NORTHERN</b>				
Carrie Pearson-Loughlin	P	P	A	A
James Anderson	A	P	P	P
<b>NORTHERN IRELAND</b>				
Sean Bunting				
<b>NORTH WEST</b>				
Eileen Best	P	P	P	P
Neil Smyth	A	P	P	P
<b>SCOTLAND</b>				
Elaine Duffy	P	P	P	A
David Calderwood	P	P	P	P
<b>SOUTH EAST</b>				
Anu Prashar	P	P	P	P
Simon Holder	P	P	R	-
<b>SOUTH WEST</b>				
Darienne Flemington	P	P	P	P
Mark Kelly	P	P	P	P

<b>CYMRU / WALES</b>				
Clive Streeter	P	R	-	-
Anne-Marie Stockholm	A		P	A
Richard Tanswell	-	-	P	P
<b>WEST MIDLANDS</b>				
Katrina Gilman	P	P	P	A
Luke Mallett	P	P	P	P
<b>YORKSHIRE &amp; HUMBERSIDE</b>				
Ian Ventress	P	P	A	P
Vacancy				
<b>BLACK MEMBERS CAUCUS</b>				
Dettie Gould	P	P	P	P
Bev Miller	P	P	P	A
Winston Dorsett	P	P	P	P
Jaden Biggs	P	P	P	P
Yukiko Hosomi	P	P	P	P
<b>DISABLED MEMBERS CAUCUS</b>				
Louise Ashworth	P	P	P	P
Carl Phillips	P	P	P	P
Alan Hunter	P	P	P	P
Terry Conway	A	P	P	P
Alison Buck	P	P	R	-
<b>BISEXUAL MEMBERS CAUCUS</b>				
Sarah Shahid	P	P	P	P
Jodie Crawford	P	R	-	-
<b>TRANSGENDER MEMBERS CAUCUS</b>				
Phillippa Scrafton	P	P	P	A
Tara Hewitt	P	P	-	-

## Monitoring for fair representation

### National LGBT committee 2013

There were some changes to the committee during 2013 – this data represents the membership at the beginning of the year. Thirty out of 34 forms were returned. All figures in the table are given as percentages. Because of rounding up/down and some questions not being answered, figures do not necessarily total 100%.

Figures in brackets show committee 2012 figures.

	National LGBT committee members (%)		UNISON National Executive Council (%)	UNISON as a whole (%)
<b>Gender</b>				
Female	60	(66)	64	75
Male	40	(31)	36	25
<b>Do you identify as</b>				
Lesbian	40	(47)	Figures not available	Figures not available
Gay	40	(34)		
Bisexual	17	(13)		
Transgender	13	(6)		
<b>Service group</b>				
Local government	50	(53)	40	52
Health care	10	(6)	29	35
Higher education	17	(13)		2
Energy	7	(13)		2
Police & Justice	7	(6)	6	3
WET	-	(-)	2	1
Community	10	(9)	6	5
No Answer			17	
<b>Sector</b>			Information not available	
Public	77	(69)		86

Private	17	(19)		8
Voluntary	7	(9)		5
<b>Occupational group</b>				
Managers	23	(19)	Figures not available	Figures not available
Technical	10	(3)		
Professional	30	(34)		
Personal and caring services	7	(3)		
Administrators	10	(9)		
Clerical and secretarial	7	(9)		
Other non-manual	7	(16)		
Other manual	3	(0)		
Other occupation		(6)		
<b>Subscription band (£ income)</b>				
A – D (up to 11k)	3	(0)	4	Figures not available
E – G (11.01 – 20k)	13	(26)	18	
H – K (over 20k)	81	(70)	55	
In education	1	-	2	
Did not answer	3	(4)	21	
<b>Hours per week</b>				
35 or more	90	(91)	Figures not available	Figures not available
30–34	-	(6)		
16–29	10	(0)		
Fewer than 16	-	(3)		
<b>Age</b>				
16–26	7	(6)	2	5
27–39	27	(41)	4	20
40–49	50	(41)	27	29
Over 50	17	(9)	45	37
Did not answer / not known	-	(3)	22	9
<b>Black members</b>	22	(18)	10	6
<b>Disabled members</b>	50	(38)	20	Figures not available

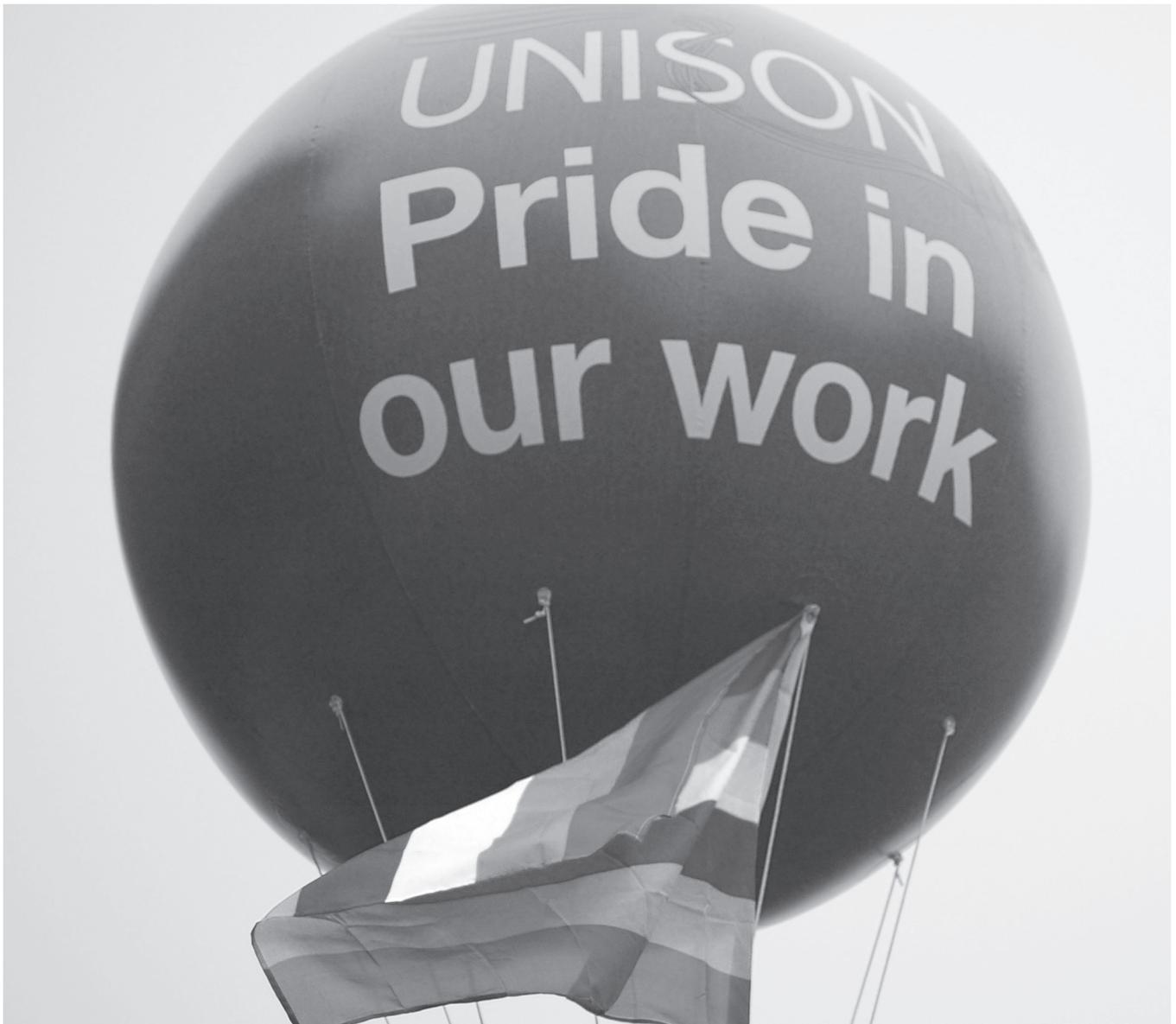
## Monitoring for fair representation at 2012 national LGBT conference

At the 2012 conference, 249 monitoring forms were returned representing 96% of delegates. The data for the 2012 conference is shown against data for the two previous LGBT conferences and UNISON national delegate conference 2013. All figures are given as percentages. Because of rounding up/down, and because not everybody answered every question and some people may fit more than one category in some sections, figures for each section do not necessarily total 100%.

	2012	2011	2010	UNISON - NDC
<b>Gender</b>				
Female (women in UNISON)	42	37	39	56
Male (men in UNISON)	44	47	50	32
<b>Do you identify as</b>				Information not available
Lesbian	28	29	31	
Gay	47	48	45	
Bisexual	7	8	7	
Transgender	6	6	6	
<b>Service group</b>				
Local government	41	42	46	45
Health	25	26	24	30
Higher education	7	9	8	6
Energy	4	3	4	2
Police staff	n/a	n/a	n/a	n/a
Police & Justice	10	8	5	5
Water, Environment and Transport	2	1	2	3
Community	6	4	5	4
<b>Sector</b>				
Public	83	81	87	83
Private	7	6	7	6
Voluntary	5	6	4	2

<b>Occupational group</b>				
Managers	21	17	20	7
Technical	4	5	3	7
Professional	32	38	38	24
Personal and caring services	10	7	8	13
Administrators	10	13	10	16
Clerical and secretarial	6	5	6	9
Other non-manual	5	3		5
Other manual	2	4	5	7
Other occupation	5	4	4	7
<b>Subscription band</b>				
A	0	2	2	1
B	1	1	1	1
C	1	1	1	2
D	2	0	1	3
E	3	2	3	5
F	9	8	7	10
G	9	11	13	14
H	23	19	19	18
I	16	17	21	16
J	13	13	15	9
K	18	16	15	8
In Education	1	-	-	
<b>Hours per week</b>				
35 or more	83	83	87	66
30–34	4	4	6	8
16–29	5	4	4	10
Fewer than 16	1	3	2	2
<b>Age</b>				
16–26	5	7	7	4
27–39	16	25	27	11
40–49	45	39	41	27
Over 50	27	20	24	50
<b>Black members</b>	7	11	5	10

<b>Disabled members</b>	23	19	6	13
<b>Activists</b>				
<b>Branch level</b>				
Branch chair	6	6	6	12
Branch secretary	6	4	4	20
Treasurer	4	6	1	7
Education co-ordinator	3	3	1	3
Equality officer	17	18	15	5
Health and safety officer	4	5	5	8
Communications officer	4	4	2	4
International officer	1	2	2	3
Young members officer	2	3	1	2
Steward	31	30	34	30
Other	25	20	22	23
<b>Activists regional level</b>				
Council	17	17	15	24
Committee	11	14	12	19
Service group executive	9	8	6	9
SOG committee	27	21	19	6
Young members forum	2	4	2	2
Other	5	9	4	8
<b>National level</b>				
National executive council	1	1	1	1
Service group executive	3	4	1	6
SOG committee	11	13	8	4
Political fund committee	1	1	1	1
Other	4	5	5	5



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