



**NATIONAL LESBIAN, GAY,
BISEXUAL
AND TRANSGENDER CONFERENCE
BLACKPOOL
21-23 NOVEMBER 2014**

PRELIMINARY AGENDA

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AMENDMENTS TO STANDING ORDERS

SO 1. AMENDMENT TO STANDING ORDER SO17

Insert second paragraph to read:

“In the event that the National Lesbian, Gay, Bisexual and Transgender Committee’s recommendation on a motion is to ‘Support with Qualifications’ then a summary of the qualifications shall be included in the Final Agenda following the particular motion.”

Islington Branch LGBT Group

MOTIONS

NEGOTIATING

1. LGBT RIGHTS AND NATIONAL COLLECTIVE AGREEMENTS

Conference is concerned at increasing pressure to move away from nationally agreed terms and conditions. These hard fought-for protections represent years of negotiation by many valued trade unionists, who worked tirelessly so future generations could be treated with dignity, equality and respect. Conference will forever be thankful to them.

These national collective bargaining and pay determination agreements are under attack from the Tory-led government. They wish to remove the agreements that prevent them and their business friends from providing poverty pay and no holiday or sick leave. Threats of regional pay bargaining are just the tip of the iceberg. Local talks, taking workplaces away from these agreements, threaten to damage the trade union movement's historic achievements, including equality rights. Workplace lesbian, gay, bisexual and transgender (LGBT) rights began in those same smoke-filled negotiating rooms that these national agreements hailed from. Unlike those smoky rooms, we must not let them become a distant memory - we will fight to preserve and build on them.

Conference recognises that many workplaces, particularly in the community and private sectors, are not covered by national agreements, but they do gain from them. Nationally agreed pay helps push up local pay rates and nationally agreed workplace equality rights helped lay the foundations for LGBT workplace laws.

Conference notes the challenges of collective bargaining in the community sector which has numerous small employers, with members attached to local government or health branches. There are similar issues in the privatised transport sector, which hinders the union's ability to negotiate robust equality policies. Many private employers mistakenly believe they do not need to deliver on the Equality Act 2010, nor put in place equality strategies. However successful examples include Barnardo's, Action for Children and some housing association branches which negotiate nationally. The growth in regional community branches presents further opportunities to develop collective bargaining. We continue to push our equality agenda with private sector employers.

Conference reasserts the principle that collective bargaining is the cornerstone of our political, organising and industrial strategies. Conference further believes that nationally agreed terms and conditions set a framework for us all, assist in the advancement of LGBT workplace rights and must be protected and built upon. Conference notes that our negotiating strength depends on our density and workplace organisation, across our diverse workplaces.

Conference calls upon the national LGBT committee to:

1. Work with the National Executive Council and service groups in challenging attacks on national bargaining agreements;
2. Raise regional and branch groups' awareness of the value of collective bargaining, including to LGBT workers;
3. Support and publicise campaigns to protect these negotiating agreements;
4. Support moves to entrench collective bargaining in community, voluntary and private workplaces and the LGBT bargaining rights these bring;
5. Increase our efforts to build our workplace density and organisation, to support this work.

National LGBT Committee

2. LGBT WORKERS' RIGHTS – HOME AND AWAY

Conference recognises that, whilst there is still work to be done in improving rights and conditions for lesbian, gay, bisexual and transgender (LGBT) people in the United Kingdom, these are still significantly better than those endured by many abroad. Homosexuality is still illegal and punishable in varying degrees in dozens of countries, one of which is Qatar.

Earlier this year, Manchester Metropolitan University (MMU) and Greater Manchester Police (GMP) entered into a partnership with the Qatari Government to provide training for Qatari police cadets. Whilst the cadets would have come to MMU to learn English, MMU Sociology staff would have been based in Qatar.

Concerns were raised by both UNISON and University and College Union (UCU), particularly as the staff equality fora had not been consulted prior to the deal being struck, nor had any equality impact assessment been done on the implications of LGBT staff being required to work in a country where homosexuality is punishable by imprisonment. Furthermore, there was the fact that the cadets, once trained, would be enacting Qatar's homophobic laws.

A campaign arose as a result, and the outcome of that campaign was that MMU management agreed to review the procedures in place so that any future deal of this nature will be subject to far greater scrutiny, and a more robust assessment of the impact on equalities.

However, Conference is concerned that many other workplaces will not even have begun to take such issues into consideration, and that LGBT workers are being sent to work in countries where to be LGBT is to be at serious risk of imprisonment, violence or death. Conference also notes that the Trades Union Congress (TUC)'s 2013 Guide to LGBT Equality at Work only contains brief guidance on this issue.

Conference therefore calls on the national LGBT committee to:

1. Work with the TUC LGBT Committee to produce full, detailed guidance for employers and staff on postings abroad;
2. Work with the TUC LGBT Committee to produce guidance for branches on negotiating with management over deals that may have equalities implications in terms of LGBT staff being posted abroad, including requirements for robust equalities impact assessments and consultation with staff equalities groups

North West Regional LGBT Group

3. BUILDING ON OUR WORK ON TACKLING BIPHOBIA

Conference welcomes the resolution carried at the 2013 lesbian, gay, bisexual and transgender (LGBT) conference, reaffirming the principles and values of our group, including our commitment to zero tolerance of biphobia.

Conference further welcomes education and training sessions at our conference, for the national LGBT committee and for branch and regional LGBT groups on identifying and tackling the myths about bisexuality, bisexuality as a trade union issue, and on how to take action to eradicate biphobia in the workplace.

Conference notes that this work is never completed but must be a dynamic part of our annual programmes. We must continue the work within our LGBT group, but also seek to ensure it is taken on board across the union, increasing awareness of equality issues amongst stewards, negotiators and other reps.

Conference calls on the national LGBT committee, working with the bisexual members caucus, to maintain the momentum of our work on tackling biphobia in all aspects of UNISON's recruiting, organising, negotiating, campaigning and international work and:

1. Work with regional and branch groups to highlight examples of best practice in tackling biphobia;
2. Seek articles in 'U' Magazine or 'InFocus' on biphobia and the challenges facing bisexual members;
3. Provide feedback to 2015 conference.

Bisexual Members' Caucus

RECRUITMENT AND ORGANISING

4. GET ACTIVE – AND KEEP UP THE GOOD WORK

Conference recognises the priority that lesbian, gay, bisexual and transgender (LGBT) self organisation has given, along with the wider union, to recruiting new members and engaging existing members in self-organisation.

It is to our credit that not only do we encourage membership and participation in the self-organised groups but we also encourage activists to operate across the union in their branches and regions. It is this fantastic organising that means many of our LGBT members are branch secretaries, chairs and a range of other activist positions across our great union.

It is these activists that help encourage the next generation of activists and help with recruitment in all areas and at all levels across our union.

Conference celebrates our past work in this area but recognises we still need to recruit new members into UNISON, and more UNISON members need to be activated.

This is particularly important as we face savage cuts to our jobs and destruction of our hard won terms and conditions. Recruitment and encouraging activism is now more vital than ever. We need strength in numbers to be able to organise and defend our members effectively.

With the prolonged economic crisis and attacks on public services we must get the message out that people need the protection of the union, and that only by standing together can we defend public services. Every member who joins makes us stronger and better able to look after those employed in our workplaces.

Conference calls on the national LGBT committee to work with regional and branch LGBT groups and our caucuses to make recruitment and engaging new activists the core and lifeblood of our work and seek to:

1. Continue attendance and involvement in Pride events (and other community events such as LGBT History Month and International Day against Homophobia, Biphobia and Transphobia) with an emphasis on 'active recruiting' - finding ways to speak to people about the benefits of union membership and getting people to join;
2. Encourage attendance and involvement with other organisations working in the LGBT community to raise our profile and recruit new members;
3. Make recruitment activity a high profile aspect of all regional LGBT group and national caucus meetings;
4. Develop new ways of recruiting at events and engaging with community groups and in social venues;
5. Promote the annual LGBT recruitment and organising awards, encouraging applications from regional, branch and caucus groups;
6. Promote opportunities to publicise UNISON – getting posters and Out in UNISON into workplaces, speaking at events, making people aware of our LGBT conference and caucus network meetings;
7. Continue to encourage LGBT members to get active and involved in branch and regional self-organisation and activity across the union.

National LGBT Committee

5. WE NEED YOU – BRANCH LGBT OFFICERS

Conference notes that equality is at the heart of UNISON. We have a long history of challenging discrimination and winning equality in the workplace and beyond. Whilst we have made great strides towards lesbian, gay, bisexual and transgender (LGBT) equality and recognition of our rights, there are still areas where members experience discrimination, bullying and abuse. There is still work to be done to protect our rights at work and in society.

Conference applauds the continued hard work of our regional LGBT groups and many of our branches around challenging inequality in all its guises. We recognise that our members don't only face homophobia, biphobia and transphobia, but also racism, disablism and sexism. We recognise that there is no hierarchy of oppression and we must all work together.

Conference notes that branches are the basis of UNISON's organisational structure. UNISON rules provide for every branch to have an LGBT self-organised group (SOG), with representation on the branch committee. UNISON guidance, Organising for Equality, recommends that where branches do not have an LGBT SOG, they consider creating the post of branch LGBT officer, to act as a point of contact. Many branches have LGBT officers; far fewer have active LGBT SOGs.

Whilst all branch officers share responsibility for tackling prejudice and discrimination and promoting equality, branch LGBT officers, together with branch LGBT SOGs, have a crucial role to play in this task. The role involves identifying LGBT bargaining issues, supporting LGBT members and helping recruit and organise under-represented groups, including working to establish a branch LGBT group where needed. Branch LGBT officers, who must themselves be LGBT, work with their branch equality co-ordinators and any self-organised group reps to spot opportunities to improve equality and prevent discrimination.

Conference welcomes the branch LGBT officer training, running since 2013, nationally and regionally, and the updated national LGBT committee resources for branches.

Conference calls on the national LGBT committee to:

1. Promote the visibility of branch LGBT officers and urge LGBT members to consider training for and taking up the role;
2. Support regional LGBT groups in seeking regionally-based branch LGBT officer training, jointly with other regions if necessary;
3. Encourage and support the setting up of branch LGBT groups;
4. Promote the support and resources available for branch LGBT officers and groups - including Organising for Equality, Out in UNISON and the LGBT e-bulletin, LGBT bargaining factsheets, recruitment materials and advice on the role of branch LGBT officers - and explore new ways of supporting them.

National LGBT Committee

6. UNISON MEMBERSHIP MONITORING

Conference notes that the 2013 lesbian, gay, bisexual and transgender (LGBT) conference wholeheartedly adopted motion 12 about introducing LGBT monitoring for members participating in our structures: committees, conferences and training events.

The motion called for the LGBT committee to seek to 'Work with the appropriate bodies within the union to introduce sexual orientation and gender identity/gender history monitoring on the standard UNISON monitoring forms'.

Work is underway on adding sexual orientation and gender identity questions to UNISON's standard anonymous monitoring forms and briefing activists on the purpose and careful use of the resulting data.

UNISON prides itself on being an inclusive union and we know that we have LGBT members and activists throughout the union.

This conference believes the time has now come to consult on whether and how to introduce monitoring for sexual orientation and gender identity/gender history on UNISON's membership database, ensuring the security of sensitive personal information.

Conference calls on the national LGBT committee, working with the National Executive Council to:

1. Consult widely with LGBT members on these points;
2. Work with the relevant parts of UNISON on best practice on seeking, storing and reporting personal data securely.

National LGBT Committee

7. LANGUAGE MATTERS

Conference believes that inclusive language is important in ensuring that all people within the lesbian, gay, bisexual and transgender (LGBT) community feel welcome and valued. Conference also believes that language, and our understanding of language, is constantly evolving, and that as LGBT activists we should always be mindful of this.

Conference is aware that within the trans community language is often discussed, and new words and phrases are emerging as the trans community finds a voice within wider society. This includes, but is not limited to, the voices of people who identify as non-binary – that is, people who do not identify as either male or female, or who identify as both male and female.

Conference understands that it is easy to continue to use words and phrases without fully considering the effect that these may have on already marginalised groups of people within the LGBT community. For example, using the word “straight” as the opposite of “LGBT” ignores the fact that many trans people are also straight; the opposite of “LGBT” should be “straight and cisgender”, and phrases such as “same sex” and “opposite sex” may have little meaning for someone who is neither male nor female.

Conference calls on the national LGBT committee to:

1. Look into the issues around language inclusivity in regard to the trans community, including people who identify as non-binary;
2. Work towards publishing guidance for regional LGBT groups, branches and individual activists on making sure that the language used is inclusive;
3. Ensure that all future publications made by the national LGBT committee are inclusive in the language that is used, and consider revising previous publications, where necessary, to make them inclusive also.

North West Regional LGBT Group

8. WORKING FOR INCLUSION

Conference believes a growing number of people identify with sexual orientations or gender identities outside of or in addition to the traditional concepts of lesbian, gay, bisexual and transgender (LGBT).

Conference believes that the most obvious place for these identities to be represented is within the LGBT self organised group (SOG) due to the fact that we all face many similar and interlinked oppressions which stem from the heteropatriarchal system in our society.

Conference believes that there are a number of minority groups that face similar misunderstanding, discrimination and prejudice to the LGBT community. Conference believes that all people who experience prejudice or suffer discrimination on the basis of their sexual orientation or gender identity should be welcome into UNISON’s LGBT SOG.

Conference congratulates those bodies that have made changes so that individuals who do not identify with the closed concepts of LGBT are welcome, however conference believes we do not have to change our name to ensure those minority groups continue to be welcomed to the UNISON LGBT group.

Conference notes that many individuals identify outside of or in addition to the traditional concepts of LGBT, in particular identifying as queer, conference further notes that the term queer carries a stigma, and as such anyone defining as queer faces misunderstanding, discrimination and prejudice from both within the LGBT community and from the general public. For the avoidance of doubt, 'queer' does not include heterosexual, non-trans people.

Conference agrees to ask the national LGBT committee to:

1. Consider whether our existing LGBT structures are inclusive enough of all those who suffer discrimination on the grounds of sexual orientation or gender identity;
2. Consider whether the materials we produce are sufficiently inclusive of all those who suffer discrimination on the grounds of sexual orientation or gender identity;
3. Consider holding a discussion group on queer issues at LGBT Conference in 2015;
4. On the basis of their deliberations bring a report back to LGBT conference 2015.

Greater London Regional LGBT Group

9. CHALLENGING SEXISM IN THE LESBIAN, GAY, BISEXUAL AND TRANSGENDER COMMUNITY

Conference notes that because the lesbian, gay, bisexual and transgender (LGBT) community does not exist in a vacuum, sexism looks fairly similar: white men hold power in our community; just as white (straight) men hold the power in the general population.

Conference congratulates the National Union of Students (NUS) LGBT conference 2012 for overturning the decision to create a gay men's caucus. Gay men can be oppressed for being gay, bi, trans or queer, but they do not need a caucus at an LGBT conference just because they are men. Women however face oppression from society and within our movement for being women regardless of sexual orientation.

Conference notes that there is often an assumption that because gay men have no conscious desire to be sexually intimate with women, uninvited touching and groping (physical assault) is benign. An example is when fashion designer Isaac Mizrahi grabbed actress Scarlet Johansson's breasts on the red carpet of an awards ceremony in 2010. Johansson was angered by this act, which Mizrahi dismissed by saying he's gay, "so it's okay". This unfortunately is an experience for many women

and we see the issue being raised more both inside and outside our LGBT community.

Conference is concerned that we do not challenge behaviour or language in our own movement that we would challenge if we had experienced it in wider society. Conference notes that this is not a new problem. In the 1970's women walked out of the Gay and Lesbian Foundation because as one founder member puts it "We were fed up with sexism from the very men who should know better." Conference also notes that, when women do attempt to challenge sexism in our community, they are told not to be "divisive" or "encourage in-fighting". Worse, concerns may be dismissed altogether with phrases such as "oh you know what men are like when they get together".

Conference believes this response silences the people who experience sexism in our movement. This can hurt more than the sexism that we get from outside our LGBT community as we expect our own community, with its understanding and experience of oppression, not to then perpetuate this oppression.

Conference reiterates that sexism is not acceptable from any person regardless of sexual orientation.

Conference calls on the National LGBT Committee to:

1. Consider holding a workshop on why sexism in all its forms should be challenged for conference next year;
2. Identify ways of highlighting the issue of sexism within the LGBT movement;
3. Work towards the elimination of sexism within the LGBT movement and within the trade union movement.

North West Regional LGBT Group

10. INTERSEX MEMBERS

Conference welcomes the increasing strength of the intersex movement and the third International Intersex Organising Forum, held in Malta in November 2013 and attended by activists representing 30 intersex organisations from all continents. It notes that the Forum adopted a public statement including recommendations on a wide range of issues of concern to intersex people.

Conference also welcomes other positive developments in the last year, including the adoption of the resolution "Children's right to physical integrity" by the Parliamentary Assembly of the Council of Europe which called on Council of Europe Member States to "undertake further research to increase knowledge about the

specific situation of intersex people, ensure that no-one is subjected to unnecessary medical or surgical treatment that is cosmetic rather than vital for health during infancy or childhood, guarantee bodily integrity, autonomy and self-determination to persons concerned, and provide families with intersex children with adequate counselling and support.”

Conference notes that following the adoption by the 2013 national lesbian gay bisexual and transgender (LGBT) conference of the resolution ‘Intersex Members’, the national LGBT committee has taken a number of steps to develop its understanding of issues affecting intersex members and to seek the views of intersex members who identify as LGBT with a view to ensuring that our group is inclusive of all LGBT members.

Conference further notes that several regional LGBT groups have included discussion on intersex issues in regional meetings or training events.

Conference recognises the need to build on these initial steps and instructs the national LGBT committee to:

1. Continue to review the arrangements for our group with a view to ensuring that our language, meetings and campaigns are inclusive of intersex LGBT members and issues and to identifying any potential barriers to participation;
2. Produce a ‘What is intersex?’ fact sheet as information for members and as a resource for branch and regional groups to assist with developing awareness and understanding of the issues faced by intersex members;
3. Work with the National Executive Council to develop appropriate advice for branches and UNISON representatives on bargaining issues and representing intersex members;
4. Report back to 2015 conference with any recommendations.

Greater London Regional LGBT Group

11. INTERSEX INTO UNISON

Recent statistics suggest that as many as 1 in 1000 people born are intersex. “Intersex” is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male. Intersex refers to people who have genetic, hormonal and physical features that are neither exclusively male nor exclusively female, but are typical of both at once or not clearly defined as either.

The typical course of action for intersex children is to try and “normalise” their body through surgery and hormones. Surgery is detrimental and harmful to the intersex person’s body and is non-consensual and an assault on a child’s body. It can cause psychological and physical trauma that is irreversible .

The Organisation Intersex International (OII) is the world’s largest intersex organisation with members representing almost all known intersex variations. OII advocates for the depathologisation of intersex people and for their human right of bodily integrity and self determination. They campaign for the human rights of intersex people and provides support and gives information to professionals.

Conference the European Union (EU) should encourage laws prohibiting sex assigning surgeries on babies and establish a legal frame which ensures a fully informed consent of the intersex individual as compulsory requirement in all medical practices and protocols. Intersex people should be explicitly covered under EU anti discrimination legislation with explicit reference to legal recognition and the right of bodily integrity and self determination. The EU should closely monitor the implementation of the demands in terms of anti-discrimination legislation, including the legal recognition of the fact that there are more sexes than men and women (e.g. within official documents like birth certificates, identity papers).

Conference would like to applaud the recent statement from the Council of Europe’s Commissioner for Human Rights who acknowledged that intersex people lack recognition in Europe. They also acknowledged the intense difficulties and human rights abuses. They concluded that there is a need to raise awareness of and collect more data on the situation of intersex persons in society and the discrimination and prejudice they encounter in daily life also as adults.

Given that 1 in 1000 people born are intersex, that is 0.1% of the population. If UNISON has 1.3 Million members that could equate to 1300 members within UNISON.

As a union we need to ask ourselves the questions:

Do our intersex members feel included? Do we need to do more?

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

1. Raise the issues facing intersex people with National Executive Council;
2. Actively seek the views of intersex members who identify as LGBT;
3. Produce a fact sheet on intersex to promote understanding and awareness within the wider union;

4. Report back to 2015 conference with the results and any recommendations.

Northern Regional LGBT Group

12. RETAINING LGBT MEMBERS WHEN THEY RETIRE

When UNISON was founded it had about 50,000 retired members. Now it has about 166,000, more than one eighth of total membership. This number and proportion is likely to continue to grow.

Retired members therefore form a growing part of the organising agenda. In particular, conference believes that the purposes of self-organisation in Rule D.4.2 apply, with due alteration of details, to retired members and that self-organised groups (SOGs) have a role to help retain relevant members when they retire and encourage them to remain or become active in the union.

Conference welcomes the new issue of Organising for Equality, UNISON's guidance on Self-Organisation, with its message that SOGs must be inclusive and making clear they must include, among others, retired members and support them to take part in the UNISON retired members' organisation.

Conference notes the initiative in the West Midlands this year where the retired members' committee and the lesbian, gay bisexual and transgender (LGBT) members' group worked together to hold a seminar during LGBT History Month. Also it congratulates the West Midlands retired members' committee on its decisions to add Black, disabled, LGBT and women's places to its committee and to seek to include in each year's programme a piece of joint work with one of the SOGs.

Conference also notes that since 2009, the programme of UNISON retired members' conference has included Black, disabled, LGBT and women's caucuses and that an informal network of retired LGBT UNISON members has grown from the LGBT caucus.

Conference instructs the national LGBT committee to seek information from each region on:

1. Whether retired members take part in LGBT self-organisation;
2. Whether there are links between the LGBT group and the retired members' committee and examples of joint work;
3. How the LGBT group helps retain and activate retired members;
4. How it ensures UNISON has a strong and dynamic presence among pensioners and how it promotes UNISON's equality agenda among them;

and what helps and what hinders 1. to 4. above with a view to establishing arrangements to share and promote good practice and to develop national networking of retired LGBT members.

West Midlands Regional LGBT Group

13. CONFERENCE BUSINESS

Conference notes with regret that motions to our conference last year were not heard and debated.

Conference calls on the national lesbian, gay, bisexual and transgender committee to investigate the reasons for the failure to hear and debate all motions last year and bring forward recommendations to avoid a recurrence to our 2015 conference.

Islington Branch LGBT Group

14. CONFERENCE GUEST SPEAKERS

Conference notes that over the years the national lesbian, gay, bisexual, and transgender (LGBT) conference has received a variety of guest speakers to address conference. These guest speakers add another dimension to our conference, they give us the opportunity to hear from others within the LGBT movement and inform our debate.

As the years have gone by the number of speakers and lengths of speeches has not always kept pace with the conference time table. With 48 motions and 5 National Delegate Conference motions to last year's conference, we now believe it is time to consult with regional LGBT self organised groups and caucuses on how speakers can be balanced with the need to debate motions submitted to conference.

Conference calls on the national LGBT committee to:

1. Consult with regional LGBT self organised groups and caucuses in the post conference feedback to gain a view on:
 - A. The number of total guest speakers;
 - B. The length of conference time allotted to guest speakers;
 - C. How speakers can contribute to our deliberations and what the criteria should be for invitations.
2. Report back to conference next year on it findings and recommendations for any changes to the number, timetabling and type of speakers at conference.

West Midlands Regional LGBT Group

CAMPAIGNING

15. COUNTDOWN TO 2015 – MAKING LGBT VOTES COUNT

Conference notes that on 7 May 2015 a new government will be elected in Westminster. Whatever its political make-up, there will be repercussions for lesbian, gay, bisexual and transgender (LGBT) people.

As evidenced by the LGBT group's research on the impact of austerity, four years of Conservative-led government have seen LGBT workers' pay fall in real terms while prices rise and workplace conditions worsen.

Many LGBT workers, particularly disabled, Black and low paid LGBT workers, don't vote because they don't believe it will change anything. Some have cast their votes for the United Kingdom Independence Party (UKIP) despite their policies of reducing taxes for the rich and selling off the National Health Service (NHS). Conference is concerned that government plans to introduce individual electoral registration (IER) and end the legal requirement to register to vote will have a further detrimental effect on turn-out and efforts to defeat the far right electorally.

Conference recognises that the previous Labour government was not perfect. However it must be acknowledged that it delivered a raft of equality measures including:

1. Repeal of Section 28;
2. Equalisation of the age of consent;
3. Gender recognition;
4. Lifting the ban on LGBT people in the military;
5. Equality in the provision of goods and services;
6. Civil partnerships;
7. Fertility rights for women in same sex relationships;
8. Progressive anti-hate crime laws;
9. A comprehensive Equality Act.

These measures changed the lives of many LGBT people.

In contrast the current Conservative-led government has attacked equality provisions, including:

- A. Attempting to scrap the Equality Act;

- B. Watering down the equality duty;
- C. Slashing the budget of the Equality and Human Rights Commission.

Equal marriage was only introduced due to Labour votes, with a majority of Conservative parliamentarians voting against it.

Nonetheless, 13 years of progressive Labour policies changed cultural attitudes so much that the Conservative government has not been able to systematically roll back equality provisions. Instead they have concentrated on branding workers' rights as "red tape" and:

- I. Attacking trade union rights;
- II. Diluting regulations protecting transferred workers;
- III. Cutting compensation payments for workplace discrimination;
- IV. Reducing consultation on large scale redundancies;
- V. Introducing employment tribunal fees.

Conference believes that there is a clear electoral choice for LGBT workers.

Conference therefore calls on all LGBT members to use their vote on 7 May 2015 to sack this government and elect one with a record of championing LGBT equality.

Conference also calls on the national LGBT committee to:

- a. Work with branch and regional self-organised groups to prioritise working with the Labour Link and LGBT Labour to mobilise the LGBT vote for equality in the run up to the general election;
- b. Develop ways of encouraging our members to register to vote in the light of IER;
- c. Re-energise political education strategies within our LGBT group to increase voter turn-out and LGBT participation in public office.

National LGBT Committee

16. WHAT WE WANT FROM A LABOUR GOVERNMENT

Conference will note the recent report from the National Centre for Social Research, highlighting the austerity measures introduced by the Conservative and Liberal Democrat (ConDem) coalition government. This report showed the cuts have had a disproportionate effect on lesbian, gay, bisexual and transgender (LGBT) people.

Many LGBT workers have found themselves out of work, struggling to pay bills and using food banks in order to eat. Therefore the removal of the ConDem government has to be a priority for LGBT members in the next year.

The Labour Party remains the only viable alternative, however the votes of LGBT members should not be taken for granted. LGBT members in UNISON should set out expectations for the next Labour government. These expectations need to reverse the injustices of the ConDems and set out practical solutions to better the livelihoods of LGBT people.

Conference rejects the austerity narrative that the coalition, aided by the predominantly right-wing media, have peddled since 2010. This narrative blames Labour for the financial crisis, when this was the fault of the banks. Labour have been too quick to accept the blame, and need to shout louder about their achievements in 13 years of government: in particular, more investment and jobs in the public sector than ever before. Conference is concerned about the Labour front bench's commitment to the current government's spending plans, and that the party needs to be clear about what it will do differently if it is not to alienate its natural support base, leading to them not voting and increasing the danger of the Tories winning in 2015.

Conference notes that, whilst the Labour front bench is committed to these spending plans, it is also committed to a programme of devolved power to regions, and of giving communities a greater say in service provision. Whilst this is to be welcomed in principle, Conference would want to see safeguards put in place so that money is spent where needed on services that benefit LGBT people.

Therefore conference calls upon the national LGBT committee working in conjunction with the national Labour Link committee to:

1. Encourage LGBT members to vote in the 2015 General Election;
2. Work with LGBT Labour to produce and promote joint material encouraging members to vote Labour in the 2015 General Election;
3. Work with LGBT Labour on holding joint campaign sessions for LGBT Labour Parliamentary candidates, provided those candidates show a commitment to UNISON's values;
4. Encourage LGBT members to join the Labour Party and influence policy-making;
5. Campaign to ensure that LGBT issues are considered in all policies and that the needs of LGBT people are met, particularly around the National Health Service, social housing and local authority services;

6. Campaign to ensure that devolution of power to cities and regions comes with a commitment to providing vital LGBT services;
7. Campaign for compulsory Personal, Social and Health Education on the national curriculum, including education about LGBT relationships.

North West Regional LGBT Group

17. KICKING OUT THE TORIES

Conference, we have the opportunity, indeed obligation, in May 2015 to remove this abhorrent government from office.

This government is set on cutting, destroying and privatising for profit our essential public services. It has demonised disabled people and others reliant on welfare and weakened over a decade of work by the Labour Party on equalities. The Tory-led government has been building our economy based on a 'flexible' workforce, which translates to a reliance on workers on zero hours contracts and an increase in workers who cannot afford to put food on their table. Whilst bankers may have seen a growth in their bonuses, the cost of living crisis has forced a massive growth in the reliance of food banks across the United Kingdom (UK).

Alarmingly, we witnessed at the 2014 Local and European elections the rise of the UK Independence Party (UKIP) vote in almost all parts of the UK. Disaffected voters have gone to UKIP as the party of protest. We know that UKIP wants to obliterate workers rights and repeal anti-discrimination legislation.

Conference believes that the only viable party who can unseat the Tory-led government is the Labour Party. This country needs the hope of Labour and to end the fear of the Tories. Ed Miliband has said "I don't just want to win this election for Labour, I want to win it for Britain". It is proposing big reform and a different way of doing politics.

Lesbian, gay, bisexual and transgender (LGBT) Labour, the Labour Campaign for Lesbian, Gay, Bisexual and Transgender Rights, is a socialist society affiliated to the Labour Party. Conference is proud that nationally our union is an affiliate member of LGBT Labour. Alongside bodies like UNISON it successfully supports LGBT members to become prospective parliamentary and local council candidates and now has dozens around the UK. Membership fees remain the main source of funding for all of its activities. The Chris Smith List is a campaign fund established by LGBT Labour to support LGBT election candidates. It is planning to be out actively campaigning and canvassing in force to secure a Labour majority in 2015.

Helping Labour win the next general election isn't going to happen without hard work. We all need to help 'KICK OUT' the Tories.

Conference urges the national LGBT committee to seek to work with the National Executive Council, Labour Link and regional LGBT groups to:

1. Support campaigns that promote voter registration and getting out the vote;
2. Actively support out LGBT Labour candidates;
3. Promote the benefits of individually joining LGBT Labour;
4. Promote the benefits of getting your branch and regional LGBT group to join LGBT Labour;
5. Where possible support Labour's 'Community Organising';
6. Encourage members to get involved in local constituency Labour Party groups to assist with canvassing and campaigning work;
7. Raise awareness of the threat that both the Tories and UKIP pose to LGBT and workers rights in our communities and membership.

South West Regional LGBT Group

18. BISEXUALITY – THE HIDDEN SEXUALITY

Conference notes the research 'The Ups and Downs of lesbian, gay, bisexual (LGB)'s workplace experiences', published in January 2014 by Manchester Business School.

Findings for bisexual workers were particularly marked, including:

1. Bisexual people reported the highest levels of bullying and discrimination at work within the last 12 months – higher than lesbians and gay men and considerably higher than heterosexual respondents;
2. Discrimination complaints by bisexual workers were less likely to be investigated formally than complaints from lesbians or gay men;
3. Bisexual people were much less likely to be open about their sexuality at work than lesbians or gay men;
4. Bisexuality was largely misunderstood by heterosexual colleagues.

This research confirms the experiences of our own members.

Conference also notes the findings of the NatCen research for UNISON into the effect of austerity on lesbian, gay, bisexual and transgender (LGBT) people, which showed how equality is being sidelined, specialist services disappearing and LGBT

people increasingly isolated and marginalised, feeling guilty for asking that their needs are met.

Conference affirms the urgency of campaigning for a change of government at the next general election, in May 2015, to one committed to tackling growing inequality arising from austerity policies.

Conference calls on the national LGBT committee, working with the bisexual members' caucus, to continue to challenge the invisibility of bisexuality and the sidelining of equality, and to work for the election of a government committed to equality.

Bisexual Members' Caucus

19. BEYOND THE EUROPEAN ELECTIONS – WHAT HAPPENS NEXT?

Conference notes that in May 2014, 28 European Union (EU) member states elected 751 Members of the European Parliament (MEPs) to represent their interests across Europe. These representatives have a 5 year term to advance policies and, for us, promote a Europe that celebrates its diverse members whilst condemning hate crime and inequality. Of the 73 United Kingdom MEPs, 22 signed the joint ILGA-Europe/European Network Against Racism pledge for a campaign free from discrimination and intolerance.

During 2014-2019, the European Parliament will play a central role in shaping EU policy on tackling discrimination; hate speech and hate crime; free movement; the rights of transgender people; health; and EU foreign policy. ILGA-Europe continues to promote its 'Come Out Pledge', which summarises key lesbian, gay, bisexual, transgender and intersex (LGBTI) issues they want advanced at EU level. Transgender Europe (TGEU) continues to raise the profile of transgender equality.

The progression of far-right parties or parties propagating xenophobic and racist ideas – there are now 80 MEPs from these parties - threatens the core European values of human rights and equality.

It is therefore essential to ensure that MEPs establish strong intergroups to continue to advance fundamental rights for LGBTI people, as well as a comprehensive anti-racist agenda, and to jointly react to manifestations of racism and hate.

Although the United Kingdom Independence Party (UKIP) made great strides in the European elections, Labour and the Greens - both traditional allies of lesbian, gay, bisexual and transgender (LGBT) equality - made some significant gains on the Tories and Liberal-Democrats. Across Europe, the far right did not make the expected gains, for example Geert Wilders' party did worse than predicted. Further good news is that France's Marine Le Pen has not managed to form an intergroup of

far right allies due to not meeting the requisite number of countries and representatives. This may change, but for now far right groups are divided.

Many want to see Europe broken up. Years of recession, soaring unemployment, and lacklustre leadership have left the public with little faith that the elite can solve their problems. However we must not forget the EU's contribution to LGBT equality, anti-racist legislation and women's rights in particular. We must help influence policy by engaging with the MEPs elected as our representatives.

Conference therefore urges the national LGBT committee, working with Labour Link and LGBT Labour, to:

1. Continue to signpost regional and branch LGBT groups to join ILGA and support ILGA-Europe's latest campaigns, including the continuing Come Out campaign;
2. Publicise and promote TGEU resources and campaigns;
3. Encourage regions to run training on how to engage with MEPs;
4. Use our LGBT communication channels to impress on members the importance of engaging with your MEP, including asking them to sign the Come Out pledge.

National LGBT Committee

20. TRANSPHOBIA IN THE MEDIA

Conference congratulates Conchita Wurst on her Eurovision win and applauds her work in bringing lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ) issues to an international stage.

Conchita Wurst is the drag alter ego of Tom Neuwirth who created the character to "call for tolerance for everything that is different."

It was fantastic to see a non-conformist gender-queer artist take the stage and win such a popular contest, especially considering recent erosions of LGBTQ rights within Europe and the wider international community. The elation of the inclusive attitude of Eurovision voters was badly tainted by the openly transphobic language used both in the mainstream media and social media sites. Described as a 'pervert', 'bearded lady' and even 'unnatural' by one of the fellow contestants, the all too usual use of transphobic language was prevalent in even the most inclusive news reports.

Conference calls on the national lesbian, gay, bisexual and transgender committee to continue to voice their condemnation of negative language towards LGBTQ

people in national media whenever this arises and to work with journalism unions to ensure LGBTQ people are not demonised in the media.

Scotland Regional LGBT Group

21. NHS GENDER SERVICES – A PROPERLY FUNDED PROVISION

Conference notes the findings of the NatCen research for UNISON into the effect of austerity on lesbian, gay, bisexual and transgender (LGBT) people. The research showed how equality is being side-lined with many specialist services disappearing.

LGBT people, and in our experience, many trans people, are being left increasingly isolated and marginalised or feeling guilty for asking that their needs are met.

Provision of healthcare for trans people to transition to their affirmed gender is enshrined in law. However many see the National Health Service (NHS) process in gender identity clinics as demeaning, insulting and designed to lengthen the process for the sake of saving money. The cuts in NHS funding has led to a detrimental impact on the services for transgender people, leading to health inequality.

This has a negative effect on our trans members who are already facing austerity cuts and can lead to depression, anxiety, self-harm or worse.

We therefore call on the national LGBT committee to:

1. Work with trans members to identify where gender services are clearly failing our members and to campaign for properly funded NHS gender services;
2. Continue to campaign for a change of government at the next general election, in May 2015, one committed to tackling inequality arising from austerity policies and the implementation of the equality act and equality duties.

Transgender Members' Caucus

22. SOCIAL CARE FOR TRANS PEOPLE – TREATED WITH DIGNITY AND RESPECT

Conference notes the report produced by NatCen research for UNISON into the effect of austerity on lesbian, gay, bisexual and transgender (LGBT) people highlighting how equality is being side-lined and many specialist services are being diminished for LGBT people. We also note with caution the savage cuts to our health and social care services by this coalition government in the name of austerity.

Indeed UNISON's own ethical care charter calls on local authorities to commit to over-riding objectives of safety, quality, dignity of care and many councils have already signed up.

However recent examples in the media of shocking and degrading abuse of elderly residents in social care have escalated this issue to a national level and for some older transgender members this is a particular concern.

Conference notes the 'GIRES (Gender Identity Research and Education Society) UNISON nursing care for trans people –a brief guide' and the positive effect that has had for trans people accessing NHS services, many of whom have not, cannot or do not want genital surgery; regardless everyone deserve dignity and respect. There are positive examples of best practise and good service provision in care services and they should be made example of for all LGBT people.

Provision of healthcare for trans people is protected by law however dignity and respect can often be overlooked in the search for greater profits in private social care provision. Dignity and respect is something that everyone deserves when they get older and this is often an ever greater concern for trans people. There are however many positive examples of social care services up and down the country that provide safe, dignified and respectful provision and we therefore call on the national LGBT committee to:

1. Work with regions and branches to identify fully trans inclusive social care policies;
2. Identify where such provision and services are clearly failing our members and campaign for properly funded care services;
3. Continue to campaign for a change of government at the next general election, in May 2015, one committed to tackling inequality arising from austerity policies.

Northern Regional LGBT Group

23. HIV PREVENTION AND EARLY DIAGNOSIS

That this Conference notes that as of June 2013, 131,327 human immunodeficiency virus (HIV) infections have been diagnosed in the United Kingdom (UK) since the epidemic (pandemic) began in the early 1980s: at least 21,350 are known to have died.

The overwhelming majority (95%) of HIV infections reported over the past 10 years in the UK were acquired through sexual contact. HIV infections acquired through

heterosexual contact accounted for 45% new diagnoses in 2012 whilst 51% were among men who have sex with men (MSM).

Many HIV infected persons have not yet had their infection diagnosed. The infection is still frequently regarded as stigmatising and may remain silent for several years. HIV-infected individuals diagnosed late may not fully benefit from therapy and are at an increased risk of early death. Late diagnosis also means that options for avoiding on-going transmission through clinical and behavioural preventive measures are reduced. Men who have sex with men diagnosed late are fourteen times more likely to die within a year of their HIV diagnosis.

A number of national HIV and HIV testing action plans have been published across the UK. These plans aim to reduce the number of HIV transmissions taking place through increased prevention, increasing early diagnosis and improving the treatment and care of those living with the virus.

Conference calls upon the UNISON lesbian, gay, bisexual and transgender committee to:

1. Campaign and lobby political parties, Westminster and devolved UK governments in order to ensure that continued support and funding is provided to ensure that action to increase prevention, increase early diagnosis and improving the treatment and care of those living with the virus; and,
2. Provide information for branches and other UNISON groups on accessing HIV testing and help to get important sexual health information into workplaces and UNISON publications.

Scottish Healthcare Branch LGBT Group

24. CONTINUED DISCRIMINATION IN HOUSING PROVISION AND BENEFITS

This conference believes that current housing policy and practice, and housing benefits provision, is often responsible for creating disproportionate problems for young lesbian, gay, bisexual and transgender (LGBT) people.

Conference further believes this situation is compounded by a chronic shortage of affordable, decent-quality social housing stock.

Conference calls on the national LGBT committee to:

1. Raise this issue again through Labour Link to seek specific manifesto commitments from the Labour Party to address this issue;
2. Campaign for equality impact assessments to be conducted – and acted upon – in respect of all housing policy and benefits changes.

National Young Members' Forum

25. LGBT HOUSING CRISIS

Conference notes that many lesbian, gay, bisexual and transgender (LGBT) housing problems are related to sexual orientation or gender identity. Increasingly, more LGBT people are having to rent their homes from a private landlord, because of the lack of affordable housing, or the increased tendency of local authorities to discharge their duty to house people in need.

For many LGBT people, private rental sector is not safe housing. For example, even though more LGBT people living in private rental accommodation tend to be in full-time employment, over 40% still feel insecure and are facing eviction from their homes.

Sexual orientation and gender identity are not simply private issues. They are core to someone's identity. Unfortunately, LGBT people still face daily harassment and abuse because of who they are. Sometimes its from their landlord. Sometimes its from people who they're living with. Often its from neighbours or people with whom they share a house. Others have to deal with inappropriate language from letting agents.

So safety is a key issue. Another is security of tenure. Tenancy agreements tend to be weighted in favour of the landlord: for LGBT tenants, this can make their homes even more insecure. If an LGBT tenant is being abused, and is unable to leave their home because of the length of notice period, then they can become effectively imprisoned within their home.

Also LGBT people living in private rented homes who are on benefits are facing welfare cuts. Over one in three people who ask us for Stonewall housing advice can no longer afford their rent. These numbers will grow due to the new welfare cuts. Homelessness for our community is a growing issue: 10% of those who contact Stonewall Housing Charity are living on the streets.

Conference notes the impact of these new rules on younger LGBT. People under 35 will only be entitled to the shared accommodation rate of housing benefit. As a consequence, it means that people under 35 will be forced to share with others that could lead to LGBT people suffering homophobia or not being open about their sexuality in their homes.

For transgender people, this will mean that they have to share with people - who may well be complete strangers - who are openly, and aggressively intolerant. At a time when they most need a supportive, welcoming environment, transgender people in this situation will be open to transphobic abuse.

Conference calls on the national LGBT committee to:

1. Urge regions, branches and activists to sign the UNISON South East LGBT Group petition;
2. Encourage branches and regions to campaign for safe and secure contained housing with full housing benefits regardless of age.
3. Work with UNISON Labour Link to campaign for the repeal of these housing benefit cuts.

South East Regional LGBT Group

26. HOMOPHOBIC TEACHING IN SCHOOLS

It has become apparent through press reports on Thursday 19th June that over 30 schools across the United Kingdom are using textbooks from the United States-based Accelerated Christian Education (ACE) curriculum, which teach amongst other abhorrent views: that Acquired Immunodeficiency Syndrome (AIDS) can be avoided through religion; that homosexuality is a sin and a choice; evolution is a lie; and abortion is wrong.

It states: "Homosexuals engage in sexual activity with their own sex. The Bible records that God destroyed the cities of Sodom and Gomorrah because of homosexual activity."

"Some people mistakenly believe that an individual is born a homosexual and his attraction to those of the same sex is normal."

"Because extensive tests have shown that there is no biological difference between homosexuals and others, these tests seem to prove that homosexuality is a learned behaviour."

"The Bible teaches that homosexuality is sin. In Old Testament times, God commanded that homosexuals be put to death."

"Since God never commanded death for normal or acceptable actions, it is as unreasonable to say that homosexuality is normal as it is to say that murder or stealing is normal."

The North West region is particularly disgusted to report that three of these schools alone teaching this curriculum are based in Manchester, including ACE King of Kings School. Despite the assertions by its head teacher in the press (Manchester Evening News, 19th June 2014) that they teach their students "to think for themselves" she also asserts that, "As Christians we believe the Bible and we believe what the Bible says". We believe that this sort of homophobia has no place in our schools.

Conference is extremely concerned that children being exposed and taught such homophobic views, which will inevitably lead to at the very least disrespect towards lesbian, gay, bisexual and transgender (LGBT) people and at the worst trigger hate crime and violence.

Whilst recognising that many of the schools are independent or private, this is contrary to the spirit of the Public Sector Equality Duty and with the growth of the coalitions 'Free School' programme may lead to further schools adopting such curricula. At a very basic level, all children should be taught respect for others, no matter what their background, culture, gender or sexual orientation.

Conference calls on the national LGBT committee to:

1. Write to the Secretary of State for Education expressing our concerns regarding the use of the ACE curriculum;
and,
2. Seek to work with this government and future governments to ensure that all schools provide a balanced curriculum with statutory Sex and Relationship Education.

North West Regional LGBT Group

27. SAVE LEGAL AID BEFORE IT IS TOO LATE

This Conference condemns the cuts implemented to legal aid by this government.

Legal aid is the means by which everyone in this country should be able to get access to legal advice and representation.

However whole classes of legal aid have been removed that affect the lesbian, gay, bisexual and transgender (LGBT) community.

Broken Rainbow, the LGBT domestic abuse charity, has highlighted that many LGBT victims of domestic violence can no longer access legal aid and therefore cannot afford access to legal advice and representation.

The introduction of a residence test disqualifies anyone from accessing civil legal aid who can't prove they have been lawfully resident and lived in the UK for 12 months. This affects LGBT asylum seekers and migrants who want to settle in this country and can tear apart LGBT families by deportation.

There is now no access to legal aid for LGBT immigration detainees who have been assaulted.

LGBT prisoners and immigration detainees who suffer mental illness get no legal aid for expert medical and psychological reports.

Cuts in fees to legal aid solicitors now make it untenable for many small firms who give expert advice and representation to operate.

Profit-making multi-national corporations like G4S who lack specialist knowledge and commitment are taking over, risking more miscarriages of justice.

Prison law has been taken out of legal aid so LGBT prisoners have no access to legal aid to make complaints if they are bullied assaulted or cannot access health care treatment. Many LGBT immigration detainees are currently held in prisons in the UK. Most experience mental illness.

Access to Judicial Review (JR) is now restricted. JR allows individuals or groups to hold the state to account when it is acting unlawfully or wrongly. For example JR can stop a LGBT Asylum Seekers deportation

Due to this reduction in legal aid, abuses of power and miscarriages of justice for LGBT people will increase.

Conference therefore calls on the national LGBT committee to:

1. Work with UNISON Labour link to campaign for the Labour Party when in government to repeal these legal aid cuts;
2. Publicise national campaigns Save Legal Aid and the Justice Alliance - and their film, Are You for Justice? - through our LGBT communication channels.

National LGBT Committee

28. LGBT ASYLUM SEEKERS

Conference notes that the North West Regional Lesbian, Gay, Bisexual and Transgender (LGBT) Group has heard from a Nigerian lesbian human rights activist, Aderonke, who now lives in their region. Aderonke has spoken of the appalling conditions she experienced during her detention in Yarl's Wood and the inhumane things that she had to go through in order to prove to the authorities that she is a lesbian and therefore at risk (her life will be in danger) if (she was) returned to Nigeria.

Conference further notes that the UNISON-sponsored report by the United Kingdom Lesbian and Gay Immigration Group (UKLGIG) 'Missing the Mark; Decision Making on Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI) Asylum Claims' published in

September 2013, highlights that 98– 99 per cent of LGBTI asylum seekers are initially rejected; yet 30 per cent are approved on appeal.

The report revealed:

1. Inappropriate and sexually explicit questioning by case workers;
2. Disbelieving a person is lesbian or gay due to the decision maker's misconceptions about sexual identity;
3. Falsely assuming that internal relocation is a valid option and that it is possible to live as a lesbian or gay man in countries where homophobia is prevalent "as long as someone is not ostentatious about it";
4. Stereotyped assumptions about female sexuality and about lesbian and gay relationships;
5. Use of out dated Country of Origin Information or ill-informed sources such as the Spartacus Guide.
6. The continuing invisibility of lesbian asylum seekers and failure to recognise the intersectional factors based on both gender and sexual orientation which affect their lives and their claims.

Conference welcomes the review in the area of sexual orientation and gender identity asylum claims announced by the Government on 28 March 2014.

Conference calls upon the national LGBT committee to:

- A. Publicise and promote the recommendations of the Making the Mark Report and encourage regional LGBT groups to do the same;
- B. Work with Labour Link and LGBT Labour to raise the relevant recommendations with Labour; and,
- C. Encourage regional and branch groups to support, publicise and promote the work of UKLGIG.

Bolton Metropolitan Branch LGBT Group

29. LGBT ASYLUM

Conference recalls that in 2010, the United Kingdom (UK) Coalition Government pledged: 'We will stop the deportation of asylum seekers who have had to leave particular countries because of their sexual orientation'. David Cameron promised that: "Those Africans seeking asylum on the basis of sexual orientation and at real risk of persecution in their home countries should be allowed to stay in the UK".

However, lesbian, gay, bisexual & transgender (LGBT) asylum seekers are still being deported back to countries where they face persecution, torture and death.

Conference calls on the national LGBT committee to:

1. Remind David Cameron of his promise to LGBT asylum seekers and stop the deportation of LGBT people back to countries where they face persecution, torture and death;
2. Call on the UK Coalition Government to end the degrading asylum system that puts perverse pressure on LGBT people to 'prove' their sexual orientation;
3. Call on the UK Government to end the homophobic and transphobic bias of the current asylum system;
4. Call on the UK Government to ensure all Home Office asylum officials and immigration court judges receive sexual orientation and transgender awareness training; and,
5. Petition the UK Government to end the current policy of unlimited detention of asylum seekers.

Scotland Regional LGBT Group

30. SAFE AGEING NO DISCRIMINATION

Most people, not just lesbian, gay, bisexual and transgender (LGBT) people, are reluctant to talk about ageing and dying. Many do not make adequate plans. LGBT elders may face extra barriers because of perceived or actual heterosexism from their contemporaries and from the services upon which they rely. Ageing trans people have voiced concerns about the discontinuation of hormone therapies particularly in residential care environments.

All our lives we have challenged heterosexism. Doing so has made us strong but it becomes harder when we are isolated or vulnerable. In old age we need to act collectively to achieve what we cannot achieve on our own just as we did at work.

Conference commends the work of AgeUK and others to overcome the isolation of LGBT elders and research, like The Last Outing project which has explored end of life experiences and care needs of LGBT old people. But charities and universities act within their own limitations.

Conference therefore welcomes the launch of SAND (Safe Ageing, No Discrimination) which LGBT people in Shropshire have formed to raise community awareness and help local authorities, care providers and carers to address the fears

and discrimination that may be experienced by LGBT old people and carers by overcoming prejudice in care, stopping negativity, protecting those who are vulnerable and encouraging openness about specific LGBT needs.

Conference instructs the national LGBT committee to:

1. Publicise this initiative and to seek other ways UNISON can support it; and,
2. Approach relevant UNISONplus partners to see what can be done to promote take up of services (such as will-making and funeral planning) by older LGBT members.

West Midlands Regional LGBT Group

31. FOR LGBT GENERATIONS UNITED

This conference believes there has been truly significant progress in achieving equality for lesbian, gay, bisexual, and transgender (LGBT) people in the workplace and society in the United Kingdom (UK), but agrees there is still more to do to reach true equality here, and much more so around the world.

This conference believes that the work of LGBT members in trade unions has been a major contributor to this progress.

This conference notes the Youth Chances report. Youth Chances – a project supported by UNISON - conducted a survey of young (16 – 24 year olds) LGBT people, which revealed serious concerns in such areas as schools, mental health, safety and risk, and transgender experience. Despite these findings and other evidence, the gains that have been won mean many young UK LGBT people are now growing up in a more accepting society, often with familial support, with more easily-accessible LGBT support networks, and in workplaces which have positive policies and action around LGBT equality. Anecdotally, some young people are expressing the view that the ‘battle has been won’.

This conference is concerned that there should be no intra-generational divide over the work that remains to be done, and that it is essential more work is done to encourage young LGBT people into LGBT activism, and more specifically into LGBT trade union activity.

This conference calls on the national LGBT committee to:

1. Produce a charter of specific positive changes by which they would measure progress in achieving equality;
2. Work with the National Young Members Forum to promote the charter;

3. Enter a dialogue with young members about LGBT self-organisation and how its tradition as a force for positive change can be continued and developed in the context of the progress already made.

National Young Members' Forum

32. EQUAL PENSIONS

Conference notes that the Marriage (Same Sex Couples) Act 2013, which applies to England and Wales, required the United Kingdom government to review the differing treatment of widows, widowers, surviving same-sex spouses and surviving civil partners in occupational pension schemes. UNISON, other trades unions and the Trades Union Congress (TUC) made submissions to the review. They all called for equality among different groups of survivors based on levelling up benefits to those of widows. So far, the government has published the costs of equalising benefits but it has not said what it will do.

Conference welcomes the publicity the UNISON LGBT e-bulletin has already given to the TUC e-petition which calls for fair treatment for widowers, civil partners and same-sex spouses. It instructs the national lesbian, gay, bisexual and transgender (LGBT) committee to continue to promote this campaign widely.

It also instructs the committee to approach, with urgency, Labour Link with a view to seeking from the Labour Party a commitment to legislate for equality.

It urges regional LGBT groups to raise the issue with Labour Link Committees and branch groups and individual members to do so locally.

West Midlands Regional LGBT Group

33. PUTTING POLITICS BACK INTO PRIDE

Conference recalls the motion carried at our 2009 UNISON lesbian, gay, bisexual and transgender (LGBT) Conference – Reclaiming Pride, which highlighted the move towards increasingly commercialised Prides often to the detriment of these being inclusive, accessible and political events and the need for this to be opposed.

Conference notes that in some areas of the country this has been successfully challenged, whilst in others we have seen the move by Pride organisers to introduce charging policies, a significant de-politicisation of Pride and ever greater commercial sponsorship replacing public sector and trade union funding.

Conference also notes the increasing disillusionment with politics particular by young people. The high turnout to marches shows that Pride is still a vibrant celebration of

the LGBT community and gives others the opportunity to show support and solidarity, we must use this as an avenue to reengage and give hope to our membership.

Conference believes there are still many issues impacting on the lives of LGBT workers; from pay restraint and the housing crisis; funding for the National Health Service and Local Government; and the impact of the Coalition Governments austerity agenda on charities and community organisations. These and other issues should feature as an integral and fundamental part of any Pride march.

Conference reaffirms:

1. That Pride events should be accessible, community-led and supportive of all LGBT people;
2. Pride should reflect Stonewall: rebellion, protest, visibility and resistance;
3. Pride events have always been, and must remain key to driving forward social progress and effectively defending the interest of the LGBT community at home and abroad; and,
4. The key role that can be played by member-led organisations such as trade unions in reclaiming prides as political events belonging to the whole LGBT community.

Conference calls on the national LGBT committee to:

- A. Work jointly with sister trade unions, the Trade Union Congress LGBT Committee and the National Union of Students wherever possible to continue opposing the commercialisation and de-politicisation of Pride and promote inclusive and accessible events including family oriented activities and spaces as part of Pride;
- B. Produce guidance on how trade union funding of Pride events can be maximised through joint working with sister unions and how to eliminate prohibitive charging policies by Pride organisers which can exclude parts of our community who are struggling as a result of the government's austerity agenda;
- C. Continue to raise our concerns regarding the inclusion of commercial organisations which disregard or undermine LGBT rights at home or abroad in United Kingdom Pride parades or events;
- D. Encourage UNISON Regional LGBT Groups to continue to make entries into their local Pride marches, where resources allow, highlighting political issues affecting LGBT workers and the struggle for LGBT liberation both nationally and internationally; and,

- E. Produce guidance on how art and cultural workshops can be used in the run up to pride events to reengage with members, particularly young members in making pride entries look vibrant whilst addressing the issues faced by LGBT workers and engaging a new wave of activists.

North West Regional LGBT Group

34. A CAUTION WITH CONSEQUENCES?

Conference notes that when someone commits a minor crime, the police or Crown Prosecution Service can decide to give them an out-of-court disposal instead of taking the case to court. The disposal is often called a 'caution'. Cautions are meant to be used for less serious crimes, for example low level criminal damage.

Cautions are official warnings. On accepting a caution you will be asked to sign a form that explains what a caution means and you will be given a copy of that form.

A caution is not a criminal conviction, but it does go on your criminal record.

The police will record the details of the caution on their databases. This means that your caution may, in some circumstances, be revealed to an employer or used in future court proceedings as evidence of your 'bad character'.

Conference is concerned that in a number of instances, an acceptance of a caution has adversely affected a member's Disclosure and Barring Service (DBS) check, and the member has lost their job as a consequence. This can be seen most clearly for members who require an enhanced DBS check (such as those who work in adult care or children's services)

Conference is concerned about a small number of instances where lesbian, gay, bisexual or transgender (LGBT) members, without any representation or legal advice, have accepted a police caution in order to avoid court proceedings or have cautions on their records due to incidents as minors.

Once a police caution is accepted it can only be removed via the internal police "exceptional case procedure," or overturned by taking the case to the High Court for a judicial review.

Conference is committed to ensuring that our LGBT members are well aware of their legal entitlements and know how to access legal advice. Conference is committed to raising levels of awareness about the adverse consequences of accepting a caution.

Conference instructs the National LGBT Committee to:

1. Work with the UNISON legal department to develop clear guidance for our members about the consequences of a caution;

2. Seek the support of UNISON solicitors to promote this advice on their website;
3. Ensure an article is placed in UNISON focus and/or Out In UNISON to raise awareness of this issue.

Eastern Regional LGBT Group

35. GAY CONVERSION THERAPY AND THE STATE REGISTRATION OF PSYCHOTHERAPY AND COUNSELLING

Conference welcomes the recent statement of ethical practice for the British Association for Counselling and Psychotherapy (BACP) recognising that a diversity of human sexualities is compatible with normal mental health and social adjustment and that practices such as gay conversion and reparative therapies have no medical indication and represent a severe threat to the health and human rights of the affected persons.

Conference views this as an example of main therapy organisations like BACP setting high standards for training and requiring that their therapist members adhere to detailed and highly considered codes of ethics as a way of protecting the public.

Conference is concerned to note proposals for the state registration of therapists and notes with concern recent moves in an attempt to introduce this.

Conference calls on the national lesbian, gay, bisexual and transgender (LGBT) committee to work with UNISON activists to examine recent moves towards state regulation and registration of counselling and psychotherapy and develop a draft UNISON LGBT policy paper on this topic to be considered and voted upon at UNISON LGBT conference in 2015.

Islington Branch LGBT Group

INTERNATIONAL

36. INTERNATIONAL LABOUR MOVEMENTS, TRADE UNIONS AND LGBT EQUALITY

Conference welcomes the progress in recognition that lesbian, gay, bisexual and transgender (LGBT) rights are human rights, including labour rights, with more countries adopting laws prohibiting discrimination based on sexual orientation or gender identity.

However, even where legislation is in place, many LGBT workers still face discrimination. For transgender people, the picture is particularly bleak. Research shows they experience the most severe forms of workplace discrimination including, in some countries, complete exclusion from the formal labour market.

Throughout much of Africa, Asia, the Caribbean, the Middle East and some parts of Europe, homosexual acts are illegal, sometimes with severe punishments including death. Countries with shocking records on LGBT rights often have labour movements that are under-developed, weak, or co-opted by government.

In 2013, Russia, Uganda and Nigeria all passed draconian laws restricting the fundamental human rights of LGBT citizens and those who defend their rights to free assembly and expression. Copycat anti-LGBT laws are pending elsewhere in Central and Eastern Europe, Central Asia and Sub-Saharan Africa. LGBT people are subject to arbitrary arrest, unlawful detention, imprisonment, torture and other violence. The United States has 29 states that fail to protect workers from sexual orientation discrimination and 32 states failing to protect from gender identity discrimination.

Conference welcomes progress in International Trade Union Confederation (ITUC), International Labour Organisation (ILO) and European Trade Union Confederation (ETUC) recognition of LGBT workplace discrimination and actions to address it. ITUC LGBT policy was strengthened at its 2014 Congress as a result of UNISON action via the British TUC. ETUC has built on policy with education and support programs. The ILO recognises sexual orientation in a number of education and outreach efforts. ITUC works co-operatively with global unions, especially Education International (EI) and Public Services International (PSI), to advance LGBT equality. They have developed pro-active LGBT campaigns to educate members, provide support and drive policy. Conference welcomes 2014 amendments, suggested by UNISON, to the European Federation of Public Service Unions (EPSU) constitution on LGBT equality.

Globalisation and labour migration, whether migrants ourselves or not, affect us all. It impacts on LGBT workers and service users. For example the Transatlantic Trade and Investment Partnership (TTIP) – a comprehensive free trade and investment treaty being negotiated between the European Union and the United States - which aims to remove ‘regulatory barriers’, could have a major impact on our national health service. It will only serve the interests of multinationals and those who seek to push back regulation and liberalise public services.

Conference calls on the national LGBT committee to continue to:

1. Work with the National Executive Council international committee to encourage global, national and regional trade union initiatives for LGBT equality;

2. Seek opportunities to utilise UNISON's International Development Fund which works with trade unions in developing countries to improve their capacity to organise, defend and promote rights and represent workers effectively;
3. Work with Labour Link, LGBT Labour and Labour Campaign for International Development to mobilise for the campaign against TTIP.

National LGBT Committee

37. RISE OF HOMOPHOBIA ABROAD AND INTERNATIONAL LGBT RIGHTS

Conference is concerned about the spread of anti-gay legislation in a number of countries and alarmed at the growing cycle of intolerance where the lesbian, gay, bisexual & transgender (LGBT) community are openly targeted and in many cases attacked.

The growing evidence easily accessible on social media, for example, in parts of Russia where young gay men are humiliated in the most degrading ways imaginable, is a common occurrence. In addition, laws being passed in certain African countries are perpetuating and encouraging open hatred and intolerance against LGBT people.

The issue of tackling international homophobia must be an important priority for the national LGBT committee and this Conference urges it to adopt this issue as a major campaign focus, working with partners such as Amnesty International and ILGA. This campaign, where possible, should also involve branches and regions.

In addition, we urge the Committee to:

1. Work with international TUC committees to campaign for the rights of LGBT people in countries of concern;
2. Work with affiliates to support LGBT activists in these countries, being guided by what activists advise they need;
3. Work with the Trades Union Congress to continue to put pressure on the Government to raise concerns directly with leaders from these countries to end these human rights abuses of LGBT people worldwide.

Scotland Regional LGBT Group

38. PALESTINE

Conference is horrified that in July 2014 bombing raids are targeting 1.7 million Palestinians trapped under siege in Gaza, and shocked at the wave of racism and violence targeted against Palestinians. Following the kidnapping and murder of three Israeli youths, Israeli leaders incited racism and hatred. Benjamin Netanyahu called for revenge and described Palestinians as 'human animals'. This is the third military assault on Gaza in six years.

Conference believes that UNISON must urgently step up its work to implement its policy, as determined by National Delegate Conference (NDC), in favour of peace and justice for the Palestinian people, and in particular to further our role in the Boycott Divestment and Sanctions (BDS) campaign.

Conference welcomes proposals adopted by the National Executive Council (NEC)'s International Committee in September 2013 to:

1. Make the Russell Tribunal on Palestine findings available through the UNISON website;
2. Work with Communications to set up a 'mini-campaign' website aimed at promoting UNISON policy on BDS;
3. Work with the Pensions Unit to look at how the governance structures for the Local Government Pension Fund can be used to implement UNISON policy on divestment;
4. Work with the Services to Members Committee to issue guidance to UNISON's affinity partners.

However, Conference is concerned about the apparent absence of practical steps to implement these proposals.

Conference further notes that the NEC was instructed by 2012 and 2013 NDC resolutions to develop guidance for branches on campaigns to stop public service contracts being let to companies which are complicit in Israeli violations of international law, including the 4th Geneva Convention, for instance by contracts which service the illegal settlements, construct the Apartheid Wall or provide security in prisons holding Palestinians illegally transferred from the Occupied Territories. However, guidance has not been issued.

Conference welcomes the continuing support of UNISON for the Palestine Solidarity Campaign (PSC), and for the 'No to Pinkwashing' group, which actively campaigns against Pinkwashing, the strategic campaign by the Israeli state that promotes the idea that Israel is a great place for all lesbian, gay, bisexual and transgender (LGBT) people to try to enlist LGBT people outside Israel to defend it and to counter criticism of its occupation of Palestine.

However, it believes that there is an urgent need for practical steps to implement the International Committee proposals and the NDC decision on guidance for branches regarding campaigns on public service contracts.

It therefore instructs the national LGBT committee to raise these issues with the NEC, to continue to work with the NEC and International Department to raise LGBT human rights issues as part of UNISON's work on Palestine and to continue to:

- A. Publicise the work of PSC, and encourage LGBT people to become members;
- B. Promote UNISON policy and the information for members, pension fund representatives and branch guidance when available;
- C. Develop its links with Palestinian LGBT organisations and assist PSC to build links with LGBT communities;
- D. Give appropriate support to the 'No to Pinkwashing' campaign.

Greater London Regional LGBT Group

39. NO TO PINKWASHING. NO TO ISRAELI APARTHEID.

"No to Pinkwashing" is a group of Palestine campaigners, trades unionists and socialists based in Britain with strong links with the Palestine Solidarity Campaign and with UNISON.

"Pinkwashing" is a public relations tactic used by Israel. Israel is increasingly unpopular all over the world because of its occupation, settlements, the Apartheid Wall and the blockade of Gaza. Pinkwashing portrays Israel as progressive and civilised because it treats lesbian, gay, bisexual and transgender (LGBT) people well and misuses LGBT struggles as a way to attack the Palestinians and demonise surrounding countries.

Conference instructs the national LGBT committee to continue to support "No to Pinkwashing".

Conference urges regional LGBT groups to make links with "No to Pinkwashing" with a particular view to helping the campaign have a presence at Pride events as widely as possible.

West Midlands Regional LGBT Group

40. DEVELOPING LINKS IN COLUMBIA

It is well known that Colombia continues to be the most dangerous place in the world to be a trade unionist or social movement leader. Between January 2007 and June 2012, 225 trade unionists were murdered for campaigning for their members' rights and social justice. What is less known by many is that the situation in Colombia is also incredibly difficult for the lesbian, gay, bisexual and transgender (LGBT) community who also regularly suffer disappearances, forced migrations and other violations of their human rights.

Many of these crimes go unpublished, with victims also suffering from police and societal abuse. A recent national report published by Colombia Diversa - an LGBT civil rights advocacy group based in Bogotá - cited that 67 LGBT people were murdered between 2006 and 2007. Of this number, 29 occurred in the Valle del Cauca department and 21 killings took place specifically in the city of Cali. Furthermore, in 2006 the Cali-based El Pais newspaper reported that despite there being an active LGBT community, many employers do not hire LGBT workers and many people in Cali are forced to conceal their identity for fear of losing their jobs.

Activists campaigning for LGBT rights are under an increased level of risk due to their prominence: on 6th March 2009, human rights defender Alvaro Miguel Rivera was murdered in his apartment in Cali. Rivera was active in different organisations and projects to promote the rights of LGBT populations.

Despite these conditions there is an active and growing resistance from LGBT groups within Cali. UNISON Northern Region has maintained their long history of supporting projects working with organisations within this department of Colombia. These include a women's capacity building project working with sugar cane communities, and developing communication capacity with Sintraunicol (an education union). On a recent delegation to Cali the Region also met with LGBT groups in the city to gain a better understanding of their campaigning activity.

It is important that we further develop links with LGBT groups in Cali to support the work of social movement leaders across the Valle del Cauca department.

Conference therefore calls on the national LGBT committee to:

1. Increase awareness of human rights violations against the LGBT community in Colombia; and,
2. Work with regions to establish links with organisations in Valle del Cauca, especially Cali;
3. Contact Fundacion Santa Maria and explore possibility of developing international solidarity project.

Northern Regional LGBT Group

41. UGANDA'S ANTI-HOMOSEXUALITY BILL

Conference notes that in 2010 the Ugandan newspaper 'Rolling Stone' published a list of 100 lesbian, gay, bisexual and transgender (LGBT) people with their pictures set against a headline of 'Hang Them'. The photograph of David Kato the founder of Sexual Minorities Uganda (SM-UG) featured prominently on the front page.

David, whilst actively fighting against the first attempt to introduce an Anti-Homosexuality Bill through the Ugandan parliament was assaulted and beaten with a hammer before dying on route to hospital.

In 2014, on a second attempt, the Bill passed into law despite the work of brave activists like David and international pressure. The legislation introduces life imprisonment as the legal sanction for homosexuality and its 'promotion'.

After the Bill was signed history repeated itself with the Ugandan newspaper 'Red Pepper' running a headline 'Uganda's 200 top homos' a story that listed 200 people's names with accusations based on hearsay.

Conference condemns the legislature and media witch-hunts against LGBT people in Uganda which serves to create and support a pervasively hostile public opinion. It is imperative that the international LGBT community supports those living in fear of prosecution and violence in Uganda.

We call on the national LGBT committee to:

1. Promote the work of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) and SM-UG and promote membership of ILGA through regional and branch networks;
2. Liaise with UNISON's national international committee to promote awareness of the Ugandan situation and encourage UNISON's regional international committee's to include this in their work programmes;
3. Make every effort to work with the international committee in solidarity with other trades unions to eradicate this pernicious and homophobic law in Uganda, including the International Trades Union Congress, the Trades Union Congress, the European Federation of Public Service Unions and Public Services International;
4. Continue to alert members of opportunities to support our LGBT brothers and sisters in Uganda and engage in dialogue with them to show our solidarity;
5. Lobby the Foreign and Commonwealth Office, Members of Parliament and Labour Link over the introduction of the Bill and encourage them to raise the matter with Ugandan Government and its officials.

Islington Branch LGBT Group

MOTIONS NOT ADMITTED TO THE AGENDA

EQUALITY FACILITY TIME FOR LGBT MEMBERS

At the Discrimination Law Conference in January 2014 Professor Sir Bob Hepple Queen's Counsel said that “if a new government enacts only one new piece of equality legislation it should be to require equality representatives (reps) at workplaces” – such reps would require a legal right to time off to “be involved in drawing up and enforcing employment and pay equity plans”.

Currently equality reps have no legal right to time off to undertake their trade union equality duties. The Trades Union Congress (TUC) argued in a 2005 submission to the former Women and Work Commission that trade union equality reps should be given the same statutory rights as learning reps – paid time off for training and for undertaking their role. Training included developing the necessary knowledge, skills and confidence to undertake the role effectively and capacity building for effective engagement with employers.

TUC research published in 2010 concluded that a key factor in equality reps effectiveness was the amount of time they were able to spend on their duties and without a statutory right that time was limited. The research reported that equality reps greatly enhance employers' equality work and have a positive impact in the workplace. There was evidence of employers support with one saying “It is in our interests to develop competent equality reps.”

There was also evidence that specific equality time was influential in attracting members into activity – this is especially beneficial for lesbian, gay, bisexual and transgender (LGBT) members who may be more reluctant to otherwise become active.

The activities that LGBT equality reps undertake include:

1. Providing advice and information on LGBT equality matters;
2. Encouraging and supporting workplace diversity and fairness;
3. Workplace mapping and tackling discriminatory patterns;
4. Supporting and advising members on LGBT harassment issues;
5. Encouraging discussion of LGBT equality issues on the collective bargaining agenda.

This matter is especially significant for UNISON given that LGBT equality was part of its founding principles and it has led the field in campaigning for it. Given how important it is for LGBT equality issues to be ‘out and proud’ the lack of equality time which lowers the profile of LGBT equality work is particularly detrimental.

Recent research by UNISON into the impact of austerity policies on LGBT workers showed that there is increased marginalisation, increased fear that progress in challenging LGBT discrimination is being reversed and increased concern that that overt prejudice is rising again. Cuts to specialised LGBT services and redundancies of specialised LGBT employees are especially detrimental to LGBT communities. The lack of equalities facility time seriously impairs LGBT activists' abilities to challenge LGBT discrimination in the workplace – it becomes a 2nd class matter for better days. The implicit – if not explicit – perception is that LGBT equality is not as important as other trade union issues.

Now more than ever LGBT equality should be centre stage. The inequitable effects of the austerity policies on LGBT workers including the effect of increased stress and mental ill health need tackling by reps who have dedicated time to do so.

Conference requests the national LGBT committee to:

- A. Discuss facility time for equality reps with the TUC with a view to raising it with the next government;
- B. Work with Labour Link to influence the next labour Government to extend facility time to equality reps.

East Midlands Regional LGBT Group

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

SUPPORTING GENDER VARIANT/NON-BINARY MEMBERS

Conference notes the many positive steps we have made in the support of trans members since we became a lesbian, gay, bisexual and transgender (LGBT) self organised group. Our trans caucus continues to increase in number and our activist base is becoming stronger each year.

We applaud the work of specialist trans community and voluntary organisations such as Scottish Transgender Alliance and Gendered Intelligence in their tireless efforts to ensure transphobic discrimination is challenged and eliminated and we will continue to campaign to eradicate all forms of discrimination bullying and abuse.

We further note the recent 'Trans Manifesto' produced by several trans organisations aimed at calling for trans people to be treated with dignity and respect, empowered to be the authorities on all aspects of their lives and to be represented in a positive portrayal in our day to day lives.

However conference we must continue to be fully inclusive and provide support for those members who may not identify to a gender binary model of male or female and will themselves identify as genderqueer, gender variant or non-binary. We know there are such members in our branches and regions and we call on the national committee to help identify the need.

Therefore the trans caucus calls on the national LGBT committee to work with regional LGBT groups to:

1. Encourage regional groups to include gender variant information in their campaigning;
2. Work with existing trans organisations to provide a better understanding for members of non-binary people;
3. Update the transgender workers rights factsheet to include more information for genderqueer/non-binary people.

Transgender Members' Caucus

This motion has been ruled out of order as the action called for is not specific to the conference.

PROTECTING THE ENTIRE WORKFORCE

Conference believes that discrimination of any kind is wrong, whether at work, in the provision of goods and services, or in wider societal contexts, and that one of the key aims of the trade union movement is the elimination of bigotry, repression and hate from our society and our work places. Workplaces, especially in the third sector, are constructed with a mix of salaried, remunerated (apprentices/interns) and unpaid (volunteer) workforces, yet the protections that are afforded to those who are offering their time, energies and skills for free are limited and can legally be met with discrimination, based on homophobia or bigotry, against any of the nine protected characteristics.

Conference notes that the Equality Act 2010 brought together some 116 pieces of legislation, but failed to explicitly protect minority group volunteers. This was reconfirmed in January 2011 when the Court of Appeal ruled in a case against Mid-Sussex Citizens Advice Bureau that volunteers without contracts are not covered by anti-discrimination legislation for workers.

Conference notes that the Equality and Human Rights Commission (EHRC) does suggest that "when you are taking up a volunteering opportunity with an organisation, this counts as if they are providing you with a service", but this has yet to be tested in the courts.

Conference notes that the Department for Communities & Local Government (2011) estimate 19.8 million adults currently formally volunteer per annum, and 29% of the United Kingdom Adult population volunteer at least monthly (Cabinet Office, 2013).

Conference therefore resolves to ask the national lesbian, gay, bisexual and transgender (LGBT) committee to:

1. Discuss options for addressing this issue at a future committee meeting;
2. Seek case studies about this issue from the wider LGBT community, and through working with the Community Service Group Executive.
3. Liaise with National Council of Voluntary Organisations (NCVO), Community Service Group Executive, LGBT regional and branch self-organised groups, and volunteers groups to gain consensus within the voluntary sector about this issue;
4. Consider with NCVO the establishment of an interim Volunteer Workforce Equality Charter to include a code of practice that requires participants to monitor diversity across all nine protected strands as defined in the Equality Act 2010, and encourage volunteer-involving organisations to sign up to it.
5. Raise this issue with UNISON's Labour Link for their consideration as a policy recommendation, as well as Unison's National Executive Council;
6. Write to other self organised groups to highlight this issue as a pan-equalities concern, and invite them to work with us on tackling it.

Community & Voluntary Organisations Branch LGBT Group

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

PROTECTING THE ENTIRE WORKFORCE

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Conference notes that the Department for Communities & Local Government (2011) estimate 19.8 million adults currently formally volunteer per annum, and 29% of the United Kingdom adult population volunteer at least monthly (Cabinet Office, 2013).

Conference therefore resolves to ask the national lesbian, gay, bisexual and transgender (LGBT) committee to:

1. Discuss options for addressing this issue at a future committee meeting;
2. Seek case studies about this issue from the wider LGBT community, through working with the Community & Voluntary Branches and Community Service Group Executive of Unison;
3. Liaise with National Council of Voluntary Organisations (NCVO), Community & Voluntary Branches, Community Service Group Executive and ordinary LGBT staff & volunteers to gain consensus within the voluntary sector about this issue;
4. Consider with NCVO the establishment of an interim Volunteer Workforce Equality Charter to include a code of practice that requires participants to monitor diversity across all nine protected strands as defined in the Equality Act 2010, and encourage volunteer involving organisations to sign up to it.
5. Raise this issue with UNISON's Labour Link for their consideration as a policy recommendation, as well as Unison's National Executive Council (NEC).
6. Write to other self organising groups to highlight this issue as a pan-equalities concern, and invite them to work with us on tackling it.

Greater London Regional LGBT Group

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

EQUALITY MONITORING

UNISON's membership application form should ask obvious questions that can help us and assist our members in becoming fully participative in their union. It should contain questions about gender identity, sexual orientation, religion and belief and disability. We have self organised groups (SOGs) for lesbian, gay, bisexual and transgender, disabled, Black and women members and a young members forum.

As a union we currently have no way of identifying members who could possibly wish to participate in any of the self organised groups. The membership application form does not actively promote self organisation by simply not asking the right questions. If we are not asking questions on all equality characteristics we are potentially blocking members from participation.

We are all aware of the benefits of self-organisation so we should not be hindering members from being part of this.

Conference we request that:

1. A new membership application form is adapted to include full equality monitoring;
2. Web access recruitment, membership, subscriptions (WARMS) or recruitment, membership, subscriptions (RMS) alerts UNISON's regional SOG lead when a new member is registered with a characteristic pertaining to that particular group to enable them to be proactive and contact the member.

We should be inviting members to join our SOGs, whether they join should be up to them.

Northern Regional LGBT Group

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

RAISING AWARENESS FOR LGBT POLICE STAFF

Text not printed on legal advice.

South West Regional LGBT Group

This motion has been ruled out of order as it could place the Union in legal jeopardy.

FOR CARE AND SUPPORT SERVICES – WORKING WITH OLDER LESBIAN, GAY AND BISEXUAL PEOPLE

"I am a gay woman in a very loving and long relationship. We have signed our civil partnership but I still worry for the future. My biggest fear is that if we both become ill and need care that we might be separated or be looked after by people who are anti-gay and would treat us badly." Sheila, 62, North West

The above named quote came from Stonewall's Guide for Care and Support Services - Working with older lesbian, gay and bisexual people and illustrates the real fears faced by lesbian, gay, bisexual and transgender (LGBT) people as they contemplate old age. The research for this report found that:

1. Gay and bisexual older men are 3 times more likely to be single than heterosexual men;
2. 41% of lesbian, gay, bisexual (LGB) older people live alone compared to 28% of heterosexual older people;
3. 3 in 5 LGB people are not confident that social care and support services will meet their needs;
4. 50% are uncomfortable about being out to care home staff.

The Equality Act 2010 imposes a duty on organisations delivering public services to set and publish equality objectives which outline how they plan to tackle inequalities faced by different groups, including LGBT people and to publish data on how they are meeting the aims of the duty. Examples of equality objectives might include:-

- A. Improving the experience of older LGBT people in care homes;
- B. Providing better information and services to older LGBT people;
- C. Improving healthcare to older LGBT people;
- D. Demonstrate a commitment to LGBT equality.

Conference asks national LGBT committee to urge branches and regions to become involved with their organisations delivering public services to older people and participate in assisting them to set equality objectives for their older LGBT population.

Glasgow City Branch LGBT Group

This motion was ruled out of order as it was received past the deadline for submission of motions.

GAY CONVERSION THERAPY

Conference notes that gay conversion therapy has recently been evidenced as an active practice within United Kingdom (UK) psychotherapy, with 1 in 6 psychiatrists, therapists and psychoanalysts admitting to having attempted to change at least one patient's sexuality. This practice has no medical indication and is deeply rooted in the idea that homosexuality is a mental illness.

Psychotherapy in the UK is an unregulated practice, with practitioners free to practice outwith professional bodies and their ethical statements. With the majority of referrals coming from General Practitioners, the Government debated a Bill to regulate psychotherapy under the Health Care Professions Council (HCPC). However, Norman Lamb Member of Parliament, Minister of State for Care and Support, has said that the Government has no plans to ban conversion therapy and believes that regulation of therapists is not appropriate, due to the cost to registrants and taxpayers.

We call on the national Lesbian, Gay, Bisexual & Transgender committee to:

1. Support the Government Bill and make it clear they believe any health and social care profession should be under statutory regulation;
2. Voice their condemnation of gay conversion therapy; and,
3. Work with relevant gay charities, such as Stonewall and Gay Men's Health, to ensure that vulnerable people are protected from this unregulated practice.

Scotland Regional LGBT Group

This motion was ruled out of order as the action called for was not sufficiently clear.



**NATIONAL LESBIAN
GAY, BISEXUAL &
TRANSGENDER
CONFERENCE
STANDING ORDERS**
(as amended by 2007 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 member to move the motion, then the motion, and any amendments to it, 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.
- 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.

SO7 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.

SO8 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.

SO9 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.