



**NATIONAL LESBIAN, GAY,
BISEXUAL
AND TRANSGENDER CONFERENCE
BRIGHTON
13-15 NOVEMBER 2015**

FINAL AGENDA

INDEX

SECTION			Page
AMENDMENTS TO STANDING ORDERS			
SO 1	AMENDMENT TO STANDING ORDER 3.3.4	Lancashire police branch LGBT group	6
SO 2	AMENDMENT TO STANDING ORDER 6.1	Lancashire police branch LGBT group	6
MOTIONS			
1	ATTACKS ON FACILITY TIME	Eastern region LGBT group	6
2	RAISING THE BAR ON BARGAINING FOR LGBT EQUALITY	National LGBT committee	8
3	FIGHTING AGAINST THE CUTS	Eastern region LGBT group	9
4	GENDERED DRESS CODES IN THE WORKPLACE	Scotland region LGBT group	10
5	THE SCOTTISH LGBT EQUALITY REPORT	Scotland region LGBT group	11
6	LGBT+ MENTAL HEALTH	National young members' forum	12
7	RAISING AWARENESS FOR LGBT POLICE STAFF	South West region LGBT group	13
8	UPDATING LANGUAGE	South West region LGBT group	14
9	DEVELOPING AND SUPPORTING NEW ACTIVISTS	National young members' forum	17
10	POST GENERAL ELECTION: DON'T MOPE – MOBILISE	National LGBT committee	18
11	STRENGTHENING BRANCH LGBT SELF-ORGANISATION	National LGBT committee	19
12	IMPROVING SERVICES FOR BISEXUAL PEOPLE	Bisexual Members' Caucus	20

13	ELECTION OF RETIRED MEMBERS' REPRESENTATIVES TO SELF-ORGANISED GROUP CONFERENCES	West Midlands region LGBT group	22
14	PRIORITISATION	West Midlands region LGBT group	23
15	SHARER DELEGATES TO LESBIAN, GAY, BISEXUAL AND TRANSGENDER CONFERENCE	Lancashire police branch LGBT group	24
16	DON'T LET THE TORIES GET AWAY WITH IT AGAIN!	National LGBT committee	25
17	BUILDING THE CHALLENGE TO THE TORIES AND UKIP IN OUR REGIONS AND NATIONS	Greater London LGBT group	27
18	FORTY YEARS ON: CONTINUING THE PUSH FOR LGBT EQUALITY WITH LGBT LABOUR	North West region LGBT group	28
19*	SOCIAL CARE IN ENGLAND	Birmingham branch LGBT group	30
20*	SOCIAL CARE IN ENGLAND	West Midlands region LGBT group	31
21	SEX AND RELATIONSHIP LESSONS (SREL)	Durham branch LGBT group	33
22	SAME SEX PARENTS	Scotland region LGBT group	34
23	GIVING YOUNG TRANS PEOPLE A DECENT START IN LIFE	Transgender members' caucus	35
24	SUPPORT FOR YOUNG TRANSGENDER PEOPLE AND THEIR FAMILIES	Scotland region LGBT group	36
25	TRANS HEALTH MATTERS!	Transgender members' caucus	37
26	TORY HOUSING POLICY AND ITS IMPACT ON THE LGBT COMMUNITY	Newcastle Hospitals branch LGBT group	38
27*	THE HIGH RISK OF HOMELESSNESS	South East region LGBT group	39

28*	YOUNG, LGBT AND FACING HOMELESSNESS	North West region LGBT group	41
29*	END DISCRIMINATION IN SURVIVOR PENSIONS	South East region LGBT group	42
30*	EQUAL PENSIONS (1)	West Midlands region LGBT group	43
31	EQUAL PENSIONS (2)	West Midlands region LGBT group	44
32	UNISON AND BROKEN RAINBOW	North West region LGBT group	45
33	PRIDE IN OUR PAST AND OUR FUTURE	Greater London region LGBT group	46
34	TRANSPHOBIC FEMINISM	Scotland region LGBT group	48
35	ALAN TURING AND GROSS INDECENCY CONVICTIONS	East Midlands region LGBT group	49
36	WHY WE DO INTERNATIONAL WORK	National LGBT committee	49
37	THE INHUMAN AND UNDIGNIFIED TREATMENT OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER ASYLUM SEEKERS	Northern region LGBT group	51
38	LGBT AND SEX WORKERS ORGANISING AND THE FIGHT AGAINST HIV	Greater London Region	54
39	AFTER THE GENERAL ELECTION...	Black LGBT members' caucus	55
40	BLACK LGBT PEOPLE AND DOMESTIC VIOLENCE	Black LGBT members' caucus	57
41	SOCIAL MODEL OF DISABILITY	Disabled LGBT members' caucus	58
42	ACCESS TO WORK	Disabled LGBT members' caucus	58
43	HIV AND THE AGEING POPULATION	Disabled LGBT members' caucus	59
44	DISABLED LGBT MEMBERS' CAUCUS DEVELOPMENT	Disabled LGBT members' caucus	60

MOTIONS TO NATIONAL DELEGATE CONFERENCE 2016			
NDC 1	MY UNION, YOUR UNION, OUR UNION: ENCOURAGING ENGAGEMENT	National LGBT committee	61
NDC 2	DEFENDING OUR HUMAN RIGHTS AND EQUALITY PROTECTIONS	National LGBT committee	62
RULED OUT OF ORDER			
	AMENDMENT TO STANDING ORDER 3.1	East midlands region LGBT group	64
	AMENDMENT TO STANDING ORDER 3.1	Leicestershire county branch LGBT group	64
	AMENDMENT TO STANDING ORDER 3.3.1	Lancashire police branch LGBT group	64
	AMENDMENT TO STANDING ORDER 3.3.2	Lancashire police branch LGBT group	64
	BI NOT BINARY	Bisexual members' caucus	65
	FIRST PAST THE POST: AN LGBT ISSUE	University of Bristol branch LGBT group	65
	PEOPLE'S ASSEMBLY LGBT GROUP	West Midlands LGBT group	67
	SOCIAL CARE FOR YOUNG PEOPLE	Birmingham branch LGBT group	68
	REPEAL OF THE HUMAN RIGHTS ACT	South West region LGBT group	69
STANDING ORDERS			72

AMENDMENTS TO STANDING ORDERS

AMENDMENT TO STANDING ORDER 3.3.4

Delete para 3.3.4 and insert new 3.3.4 'If there is no other delegate to move the motion, then the motion and any amendments to it, falls. If there is no other delegate to move the amendment, then the amendment, falls.'

Lancashire police branch LGBT group

National LGBT committee position: **SUPPORT**

AMENDMENT TO STANDING ORDER 6.1

After 'National Lesbian, Gay, Bisexual and Transgender Committee.' INSERT 'Or any other member of the National Lesbian, Gay, Bisexual and Transgender Committee as delegated and agreed by the Co-chairs of the National Lesbian, Gay, Bisexual and Transgender Committee.'

Lancashire police branch LGBT group

National LGBT committee position: **DEFER**

MOTIONS

* denotes a possible composite

NEGOTIATING

1. ATTACKS ON FACILITY TIME

Conference notes that the Trade Union Bill is just a start on a wide scale attack on trade unions and activists. Clause 13 of the bill includes a reserve power which can permit the government to introduce a cap on the amount of money spent on facility time in the public sector. This, in addition to cuts in staffing levels, will have a detrimental effect on the rights of representatives to carry out their duties.

Lesbian, gay, bisexual and transgender (LGBT) activists often start their activist 'career' as LGBT or equality reps, posts which do not have a right to statutory time off to undertake their duties. Furthermore, these activists often undertake a number of different roles within their branches and regionally.

Anecdotally, activists report that even when there is a good working relationship with management, they cannot take facility time to undertake their duties at particular times. This is because there would be insufficient staffing levels in their substantive role while they are supporting their member colleagues who have increasing needs

in their workplace. This could lead to a loss of activists as they grow frustrated and demoralised with fighting to get the time they need to undertake their duties.

Conference calls on the national LGBT committee to:

1. Work with appropriate internal and external bodies to campaign that public services have sufficient staffing levels;
2. Produce guidance to support LGBT activists in accessing the facility time they are entitled to.

Eastern region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 1.1

Add a new action point:

- “3. Produce and disseminate guidance to support LGBT activists (current and potential) from employers with no/poor pro-union practice (for example, facility time, recognition agreements) so that they can make arguments for LGBT/union activity.”

Bristol branch LGBT group

Amendment 1.2

In first sentence of second paragraph, delete all after ‘equality reps’ and insert a full stop. Insert new second and third sentences:

‘Conference notes that paid statutory time off is restricted to “trade union duties” and training, with time off for “trade union activities” a matter for negotiation – with both increasingly squeezed by employers as well as under attack from the Tory government. It is common for equality reps’ tasks to be deemed trade union activities rather than duties.’

In second sentence of third paragraph, insert ‘year on year cuts and redundancies have meant’ after ‘This is because’.

Insert new fourth paragraph:

“Conference believes that the Tories’ ideological attacks on trade unions set out in the Trade Union Bill have absolutely no evidence base. On the contrary they wilfully ignore the benefits unions bring to our workplaces and the improvements to services we deliver through partnership working.”

In action point 1, insert 'support and promote UNISON's' after 'external bodies to'.

In action point 2, change 'Produce' to 'Publicise'.

Add new action point at end:

“3. Encourage branch and regional LGBT groups and individual LGBT members to become active in UNISON's campaign against the Trade Union Bill.”

National LGBT committee

National LGBT committee position: **SUPPORT**

2. RAISING THE BAR ON BARGAINING FOR LGBT EQUALITY

Conference believes collective bargaining has a central role in delivering equality for lesbian, gay, bisexual and transgender (LGBT) workers. The visibility of UNISON's work on LGBT equality in turn benefits recruitment and organising.

The Tory government is attacking our rights as workers and as trade unionists. We must strengthen our skills around the bargaining agenda so we are equipped to negotiate for our members wherever they are employed, particularly with increases in fragmented and outsourced workplaces.

Organising and representing the collective interests of workers are core to trade unions; promoting freedom from discrimination is one of our trade union movement fundamental values. Every union activity, not least equality, has organising potential. Evidence shows that more people want to be involved in a union that is seen to be actively combating workplace discrimination and promoting equality.

Now more than ever, we need to engage with commissioners and those holding the purse strings, be they statutory bodies or the voluntary and private sectors, to commit to pay a real living wage, embed the equality agenda, preserve terms and conditions for our members and seek to ensure hard-won trade union recognition and facility time is not lost in the “race to the bottom”.

UNISON is well placed to take advantage of the challenges and opportunities we face. We have established branch equality coordinators, self-organised groups and reps and workplace equality reps, who make an important contribution, providing specialist advice during collective bargaining. The support that all these equality reps can give to members and employers is invaluable. The cost of discrimination in the workplace is high to both our members and to the organisations. However, as our branches come under increasing pressure, we must work to increase the numbers of activists able to support and be involved in LGBT equality bargaining.

The erosion of our public services, including the National Health Service, schools, specialist and essential services, necessitates the use of the bargaining agenda. This includes active participation in consultations, reorganisations, outsourcing and

transfer negotiations. In all this we must seek to enshrine the thinking that equality as a core principle not a luxury! The LGBT bargaining factsheets are updated every year and are a proven invaluable resource and tool in the collective bargaining process.

Conference therefore instructs the national LGBT committee to:

1. Encourage UNISON's learning and organising services (LAOS) to promote our LGB (lesbian, gay and bisexual), bi and trans bargaining factsheets in their training programmes;
2. Discuss with LAOS how LGBT equality is incorporated into training on collective bargaining;
3. Urge regional and branch LGBT groups to build training and involvement in bargaining amongst their members;
4. Highlight the factsheets to UNISON's national committees, including service group executives and the national executive council to widen promotion;
5. Continue to promote our bargaining resources to regions and branches, alerting our members via LGBT communication channels when they are updated.

National LGBT committee

National LGBT committee position: **SUPPORT**

3. FIGHTING AGAINST THE CUTS

Conference notes the election results in May and that the Tories will take the opportunity to push through ideological cuts to public services.

Over the last five years, branches have seen that training budgets and funding for equality and diversity are amongst the first to be cut. This means that employees have less training or get cheaper online training and teams dealing with equality in workplaces have their number drastically reduced with equality being seen as an add on in other job descriptions.

Conference has concerns that cuts to specialist services will mean that lesbian, gay, bisexual and transgender (LGBT) workers will feel less safe at work or less confident in reporting incidences of bullying and harassment.

Conference calls on the national LGBT committee to:

1. Work with regions and branches to ensure that there are self-organised groups to support LGBT members;

2. Work with appropriate bodies, including in the service groups to signpost members to appropriate specialist services;
3. Work with regions and branches to raise the profile and awareness within the entire workplace of work carried out by UNISON for their LGBT members and colleagues.

Eastern region LGBT group

National LGBT committee position: **SUPPORT**

4. GENDERED DRESS CODES IN THE WORKPLACE

Conference notes that, although many advances have been made in the treatment of transgender or gender non-conforming workers, harmful gender stereotypes are still being enforced through other means.

Dress codes should serve a legitimate purpose, such as maintaining a desired image with customers and clients, or aiding staff visibility, and these ends can be attained without the need for gender-specific dress requirements.

While all workers are affected by these policies, it is typically those who are at the beginning of, or are considering social gender transition, who suffer most. The extreme anxiety, which often occurs around expressing your gender in a new way, is compounded by the fear of being disciplined by management.

Non-binary workers find it difficult or impossible to follow a gendered dress code and be true to their own identity.

In uniformed workplaces with different versions of uniform available, staff should be able to choose between what was historically the 'male' or 'female' items without the need to explain why, in the same manner that a change in size is requested. Untying requests like this from a more formalised process of transition will benefit everyone who may be questioning their gender identity or expression.

The arguments that some forms of gender expression are unprofessional, or societal norms dictate that certain items be restricted to only one gender, have been used for too long to shield bigots from criticism, and entrench specific conceptions of gender which have no place in a modern, progressive society.

Conference calls on the national lesbian, gay, bisexual and transgender committee to work with trans organisations to produce a best practice guide for gender-neutral dress and uniform policy.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 4.1

In the first paragraph delete “or” and insert “and”.

At the beginning of the fourth paragraph delete “non-binary workers” and insert “Many workers do not wish to dress in accordance with gendered stereotypes of what is 'appropriate dress' and some, including many non-binary workers, may”.

In the fifth paragraph, first sentence, delete “between what was historically” and insert “from what may have been historically defined as” and delete the second sentence and insert “This would have benefits for many workers, including those going through a formalised process of transition and those who have a gender expression that does not fit binary assumptions or stereotypes”

Greater London region LGBT group

5. THE SCOTTISH LGBT EQUALITY REPORT

On the 21st July 2015 the Equality Network launched The Scottish LGBT Equality Report, a major new state-of-the-nation report on lesbian, gay, bisexual and transgender (LGBT) people’s experiences of inequality in Scotland.

The report is the most comprehensive study of LGBT inequality in Scotland to date, based on a survey of 1052 respondents and informed by a series of 16 consultation events that were held across the country.

The report reveals that, despite recent advances in the law and social attitudes, LGBT people still face widespread inequality in Scotland, and an overwhelming majority of LGBT people (94%) say that more needs to be done to tackle the problem.

The report finds that almost all LGBT people in Scotland (97%) have personally faced prejudice or discrimination in some form. Incidents reported ranged from homophobic, biphobic and transphobic comments and attitudes (82%), to acts of verbal abuse (68%), physical attack (16%), sexual assault (7%), crimes against property (12%), and discriminatory treatment when accessing services (25%) and in employment (24%).

As a result, a majority of LGBT people in Scotland still ‘never’ or only ‘sometimes’ feel able to be open about their sexual orientation or gender identity with their own family (52%), at work (60%) or when accessing services (71%), for fear of the prejudice they might face. 43% of LGBT people in Scotland have moved, or considered moving, to live in a different area - or out of the country altogether - because of the discrimination that they have faced and in order to live somewhere more accepting of LGBT people.

While we have made welcome progress on LGBT equality in recent years, not least the passage of our progressive equal marriage legislation, we know that there are still remaining inequalities in the law - particularly for transgender people - and that legal equality does not in itself guarantee LGBT people will experience real equality in our day-to-day lives.

Conference calls on the national LGBT committee to:

1. Work with branches and regional self organised groups to urge all employers and educational establishments to provide a welcoming and supportive environment for LGBT people, to understand their obligations under the law, to have clear and effectively communicated policies that ensure staff or students are not disadvantaged or discriminated against as a result of their sexual orientation or gender identity, and to deal with all complaints of bullying and harassment;
2. Work with the Scottish regional LGBT committee to campaign for the Scottish Government to publish an LGBT equality and human rights strategy and action plan against which progress can be measured;
3. Work with the Scottish regional LGBT committee to campaign for all political parties to make a pledge to reform gender recognition law in Scotland to enable all trans and non-binary people to get legal recognition of their gender and to set out clear policies and firm manifesto commitments that address how they will tackle inequality and make Scotland a fairer and more equal place for LGBT people to live.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

6. LGBT+ MENTAL HEALTH

Conference welcomes the decision by the Trades Union Congress Young Workers Conference to make mental health an issue of priority for the coming year and notes that the UNISON national young members' forum has also made mental health a priority for its 2015-16 workplan.

Conference also welcomes the discussions that have been initiated between equality groups in UNISON on the subject of mental health.

Mental health is increasingly an issue that affects many of us and those we know. The issue disproportionately affects LGBT+ (lesbian, gay, bisexual and transgender plus) people, likely due to the additional hardships that LGBT+ people can experience in a society that is still frequently intolerant.

Conference calls on the national LGBT committee to recognise and address the increasing issue of mental health among LGBT people by:

1. Establishing LGBT+ mental health as an issue of priority for the year;
2. Signposting materials to provide information and support regarding mental health issues in LGBT+ people to equality co-ordinators and LGBT officers in branches;
3. Campaigning for increased awareness of the struggle of LGBT+ people with mental health issues, and also how austerity measures have compounded this problem;
4. Calling on branch and regional LGBT groups to ensure that they engage with their branches and regions on raising awareness of this issue.

National young members' forum

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

Amendment 6.1

Insert new third paragraph as follows:

“Mental health is often adversely affected by austerity. Cuts in services deprive people of resources they rely on for their well being. Additional pressure at work as a result of staff shortages, fear of redundancy and the stress of reorganisations can also be a trigger for existing conditions or the creator of new ones.”

In action point 2, after “people to”, insert “branches, stewards,” and delete “in branches” at the end of this action point.

Greater London region LGBT group

7. RAISING AWARENESS FOR LGBT POLICE STAFF

In many police stations across the country police staff who identify as lesbian, gay, bisexual or transgender (LGBT) have a working life which is overshadowed by the fear of exposure and ridicule, be it by an accidental or deliberate act.

Rural districts are sometimes traditionally conservative communities and their understanding of LGBT issues coloured by visions of Mr Humphries and Larry Grayson, left-overs of a bygone age of stereotyping and prejudice. It could also credibly be argued that their position on LGBT rights and the equality agenda is similarly jaundiced.

Conference notes the recent shocking rise in candidates and actual election success of the United Kingdom Independence Party (UKIP) during the recent European and General elections. UKIP stands for everything that we as trade unionists have

fought so hard and long against. Whilst only one MP managed to get elected at the general election we must not forget that there are countless UKIP local councillors as well as 22 UKIP MEP's representing us in the European Parliament. With over 3 million votes at the general election we cannot afford to be complacent. Ahead of a potential in out referendum on Europe, there will be meetings in village halls and organised marches in market towns by UKIP members. They will no doubt be supported by other parties and groups spouting xenophobic rhetoric. Many of these rallies will occur in the self-same rural communities that LGBT police staff work in and support. LGBT self-expression and openness is often difficult, if not impossible, in these toxic, prejudiced environments.

Conference, it is each and every one of our responsibilities to ensure that the United Kingdom is a safe and equality-proofed place to live and so we urge the national LGBT committee to continue to:

1. Support, encourage and empower LGBT police staff members to attend conferences, workshops, training and events which will enable them to make their stand against homophobia, transphobia, biphobia and all forms of discrimination;
2. Circulate fact sheets to the regions and to branches highlighting the facts about UKIP;
3. Inform regions and branches how they can support anti-fascist and pro-LGBT equality organisations, for example by affiliating to Hope Not Hate, subscribing to Unite Against Fascism (UAF), and that they request e-bulletins are forwarded on to their members, and that appropriate articles appear in their branch newsletters;
4. Work with Labour Link, the national executive committee and service groups to raise awareness of LGBT equality, and to raise awareness of the potential isolation of LGBT police staff working on the front line.

South West region LGBT group

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

Amendment 7.1

Add new point 5:

- “5. Make contact with the Police and Justice service group executive in an effort to work with them to achieve the above aims.”

Leicestershire police branch LGBT group

8. UPDATING LANGUAGE

Equality law in the United Kingdom (UK) has an impressively long pedigree. Four decades of acts and case law have collectively resulted in the biggest changes to employment practices since the Factory Act limited children's working days to twelve hours almost 200 years ago.

As laws are formulated by first distinguishing the particulars of an issue, and then by legislating on practice regarding that issue, the power of the judiciary lies in language. Equality law exemplifies this principle, as it is predicated on distinguishing precisely who the law applies to. Anyone tasked with the job of writing policies and guidelines on the local implementation of equality law would be forgiven for thinking the law is a good place to start when looking for an appropriate lexicon.

Language, however, has a habit of moving on, and the reality is that those of us compiling the texts for training programmes, policies and strategic plans, are often left confused as to the correct terminology. What is current this year? It's hardly surprising, then, that many of the generation who celebrated back in 1975, when the Sex Discrimination Act came into force, persist in using this term when writing about what is now termed 'gender discrimination'. Or that those who made the leap from 'sex' to 'gender' in the '90's, when only two variations were legally on offer, find 'gender identity' anathema. Likewise 'Gay liberation' of the '70's has transformed itself many times, through 'Sexual Orientation Equality', to 'lesbian, gay, bisexual and transgender (LGBT) rights'.

Conference, equality has been at the forefront of union (and UNISON) business, from Dagenham onwards; our guidelines champion best practice across the UK. Terminology (and monitoring) has always been a thorny branch to pick up. Conference, we know what it feels like to be on the receiving end of deep sighs and accusations of "pc gone mad" when challenging the incorrect use of an equalities term. It is not good enough that our public service commissioners continue to confuse gender, sex, sexual identity and gender identity; ignoring all those who choose not to subscribe to binary definitions, or who are in transition, or at a time in their lives when they are unsure. This motion requests that we make a stand in relegating this sloppy practice to history once and for all. Our members shouldn't have to endure the perpetuation of such blatant misinterpretation of the law. The power of the judiciary lies in language - let's see it used, become commonplace, and bring into the workplace the respect for difference it was designed to ensure.

With this in mind we ask that the national LGBT committee:

1. Update and widely publicise the factsheets with the correct terminology;
2. Seek to influence UNISON training programmes using the updated terminology, that recognises the evolution of language around the equalities agenda;

3. Encourage members to challenge incorrect terms used in local policy documents for the protected characteristics around sexual orientation and gender identity.

South West region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 8.1

In fourth sentence of fourth paragraph, change 'choose not to subscribe' to 'do not subscribe'. After 'when they are unsure', delete remainder of paragraph and replace with:

"Conference notes the importance of language in shaping attitudes and perceptions and creating a culture of respect and inclusion. For example, Conference believes the myths and prejudice that surround bisexuality and bisexual people are partly based on the dominant perception that gender identity and sexual orientation are binaries – woman or man; same sex attraction or opposite sex attraction. This leads to the non-inclusive description of bisexual people as those who are attracted to people of both the opposite sex and the same sex. Conference therefore welcomes UNISON's description of bisexual people as those who feel attraction to more than one gender and work already undertaken to make our LGBT groups, our bargaining advice and organising and campaigning resources as inclusive as possible."

In action point 1, change 'the correct terminology' to 'terminology currently accepted as good practice'.

In action point 3, after 'incorrect' insert 'or outdated'.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 8.2

In third paragraph in first sentence delete "correct" and insert "currently acceptable" and delete all after first sentence

In fourth paragraph, third sentence, delete "the incorrect" and insert "outdated"; in fourth sentence delete "choose" and insert "do"; and delete all after "unsure".

In action point 1 delete "correct" and insert "currently accepted and inclusive".

In action point 2 delete "updated" and insert "currently accepted and inclusive"

In action point 3 delete “incorrect” and insert “outdated” and delete “for the protected characteristics”

Greater London region LGBT group

RECRUITMENT AND ORGANISING

9. DEVELOPING AND SUPPORTING NEW ACTIVISTS

Conference notes that last year the national young members’ forum introduced a motion to draw up a charter for the ongoing lesbian, gay, bisexual and transgender (LGBT) movement, to help newer, younger activists understand what there still is to fight for.

Conference further notes the motion was well-received and this charter is currently being drafted and agreed by relevant parties, and that this charter gives background to new potential activists to explain why it’s important to get involved.

Conference agrees that what must come next is the support and guidance these activists need to learn how to get involved.

Conference believes that UNISON’s Organising Space website as well as other platforms as networks could provide the opportunity for more experienced activists to guide and mentor newer activists.

Conference also believes that a forum on the Organising Space could be provided for questions about specific issues and guidance on different styles of campaigning.

Conference further believes that such a forum would also provide the opportunity for younger activists to establish links with more experienced activists, thereby increasing their own potential for campaigning.

Conference calls on the national LGBT committee to:

1. Consult with the strategic organising unit on creating an LGBT area on the Organising Space for all self-identifying LGBT+ members to join;
2. Facilitate discussion in this area on topics of interest to LGBT+ people;
3. Promote and advertise this area to LGBT+ UNISON members;
4. Encourage more experienced activists to offer guidance and support to new activists through this network;

5. Facilitate networking between experienced activists and new activists using platforms such as Facebook, Twitter and networking events.

National young members' forum

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

10. POST GENERAL ELECTION: DON'T MOPE – MOBILISE

Conference notes that despite the hard work of so many of our activists throughout the United Kingdom – many of whom went out on the 'doorstep' for Labour during the general election campaign – we were unable to get the change in government so many of us wanted and we are now stuck with the Tories for another 5 years!

We know that this Tory government is no friend to the trade union movement. Indeed it is already driving through a new Trade Union Bill, which is a direct attack on workers' rights and on our links with the Labour Party. They also plan to abolish the Human Rights Act and are reviewing the Freedom of Information Act. The Tories ideological attacks don't stop there – they are committed to shrinking the state and we now face further savage cuts to our jobs. They are weakening our workplace rights and terms and conditions and potentially causing the destruction of the public sector. Cameron wants to finish the job Thatcher started and break the unions.

Conference believes that organising is at the heart of our union. Never has there been a more important time to be a member of a union. We need to continue to build our strength. There are still too many workers – including lesbian, gay, bisexual and transgender (LGBT) workers – not in a trade union. We need to recruit these workers and we need to improve our density in our workplaces so that we are in the best position to fight and oppose the Tory attacks. There is strength in numbers – and we need to build and organise in order to defend our members effectively. We also need to recruit and mobilise new activists, we need to encourage membership and participation in LGBT self-organisation as well as across the whole union.

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

1. Promote best practice recruitment initiatives;
2. Keep recruitment activities a high profile aspect of branch and regional LGBT groups;
3. Engage with the fighting fund organisers in local recruitment initiatives;
4. Engage with our full range of members - with particular emphasis on those from private employers (which are our fastest growing group) and from fragmented workplaces;

5. Reinvigorate recruitment materials and initiatives, including use of social media as well as more traditional methods;
6. Continue attendance at community and pride events and seek to expand into new events with an emphasis on 'active recruiting';
7. Seek opportunities to undertake joint work and engage with community groups and organisations working in the LGBT community whose aims are the same as ours;
8. Promote opportunities to publicise UNISON and the importance of being in a trade union.

National LGBT committee

National LGBT committee position: **SUPPORT**

11. STRENGTHENING BRANCH LGBT SELF-ORGANISATION

Conference notes that self-organisation is at the heart of our union. However, there can be challenges in bringing together members into self organised groups (SOGs) where the employer is dispersed over a wide geographical area, in smaller branches and employers, in multi-employer branches and in fragmented workplaces.

Working together with other branches within our towns and cities gives an opportunity to bring together the "ones and twos" into a larger cohesive group that can work together. Conference notes that the UNISON guidelines on self-organisation make specific reference to cross branch SOG organising. The guidance acknowledges that it may be more practical for members from a cluster of branches in a geographical area to establish informal networks. This also allows smaller branches to get support and guidance from bigger local branches.

The benefits of self-organisation are evident and can be a starting point for new activists to take an active role within their own branch. We have a platform to build a trained and active membership in our workplaces and communities, where we are best placed to identify and challenge discrimination and inequality. We can then work together to build strong relationships and support each other to influence policy in our communities and workplaces.

Conference acknowledges the training programme for branch lesbian, gay bisexual or transgender (LGBT) officers and the good work that this programme is achieving. There are currently 200 LGBT officers in our branches and the positive work being done by these members is welcomed. An important aspect of the role of the branch LGBT officer is to support LGBT self organisation within the branch.

But we have around 900 branches in our union - there is clearly still a long way to go to increase representation in more of our branches and our aim is to have an active SOG in every branch.

Active and democratic branch SOGs with elected representatives to the branch committee from that SOG is always the aim. Any branch SOG representative should always be accountable to their constituents.

However, where there is no branch self organised group, in the interim, self-identifying LGBT officers democratically elected are a useful stepping stone.

Conference therefore calls on the national LGBT committee to:

1. Promote the benefits of LGBT self-organisation in branches;
2. Promote the training of new officers;
3. Update existing materials on the benefits of branch SOGs and supporting LGBT reps;
4. Work with regional groups and existing officers to promote the role in branches where there is no organisation yet;
5. Work with appropriate bodies, including UNISON young members' organisation, to train new leaders.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 11.1

Add a new action point:

- “6. Initiate and implement a pilot project to support and develop cross branch LGBT self-organisation and produce a report for discussion at the National LGBT Conference 2016. The pilot project will focus on branches with no LGBT representatives and those covering a range of service groups. Report to include learning from the pilot and recommendations, including potential changes to rule book and branch constitutional matters.”

Bristol branch LGBT group

12. IMPROVING SERVICES FOR BISEXUAL PEOPLE

Conference notes that of all the main sexual orientation groups, bisexual people are the most invisible and least provided for in terms of dedicated or fully relevant and inclusive services. Lack of evidence on bisexual people and services is both a symptom and a cause of wider bisexual invisibility.

Conference therefore welcomes the survey report 'Complicated? Bisexual people's experiences of and ideas for improving services', published this year by the Equality Network, building on the work of the 2012 Bisexuality Report.

Key findings from the report include:

1. Although lesbian, gay, bisexual and transgender (LGBT) services might be expected to be places where bisexual people would feel comfortable sharing their sexual orientation, 25% of respondents were not usually comfortable doing so;
2. Only 33% of respondents usually feel comfortable sharing their sexual orientation with their general practitioner and 28% never feel comfortable doing this;
3. 48% have experienced biphobia comments and 38% have experienced unwanted sexual comments about them being bisexual when accessing services;
4. The highest amounts of biphobia experienced were within LGBT and National Health Service (NHS) services;
5. A third of biphobic incidents when accessing NHS services related to mental health services;
6. 61% have experienced multiple discrimination – types of biphobia depend on other aspects of people's identity.

Conference endorses the report recommendations which urge services to raise their awareness of bisexuality, biphobia and bi-erasure and take clearly visible bisexual inclusion actions.

Conference notes with dismay that incidents of biphobia at our own conference in recent years highlights the importance of this work and the need for further action. The report offers a roadmap to bisexual inclusion. This gives steps on research, support, language, training on dealing with biphobia, and celebrating bisexual identities and representation.

Conference calls on the national LGBT committee, working with the bi members' network, to:

- A. Continue our campaign to tackle biphobia in our workplaces, regions and branches;
- B. Further promote bi visibility and bi inclusion and to challenge biphobia when it occurs;

- C. Promote the roadmap to bisexual inclusion among branch and regional groups, encouraging its use for their own work and in campaigns on inclusive service provision;
- D. Incorporate it into our work with other UNISON bodies and whole union negotiations and campaigns.

Bisexual members' caucus

National LGBT committee position: **SUPPORT**

13. ELECTION OF RETIRED MEMBERS' REPRESENTATIVES TO SELF-ORGANISED GROUP CONFERENCES

Conference welcomes the decision of national delegate conference 2014 to amend rule D.6.8 to let the national retired members' organisation send two representatives of relevant retired members to each national self organised group (SOG) conference.

Conference congratulates the national retired members' committee (NRMC) on its speed to implement this so that, as a result of decisions it took on 6th August 2014, representatives of relevant retired members have attended SOG conferences from October 2014.

However, conference notes that:

- 1. NRMC adopted a procedure for election without consulting SOGs or relevant retired members;
- 2. The procedure means relevant retired members do not elect their own representatives to SOG conferences, rather NRMC elects them;
- 3. Initially, NRMC adopted this procedure only for 2014-5 intending to review it but, at its meeting on 21st January 2015 upon advice from the national executive council (NEC), it confirmed the existing procedure still without consulting SOGs or relevant members.

Conference instructs the national lesbian, gay, bisexual and transgender (LGBT) committee to co-operate with NRMC to seek the views of LGBT retired members with a view to making representations to the NEC on:

- A. Whether direct election by and from among LGBT retired members would be a more appropriate way to elect delegates to this conference, whether this would be practical and to whom and how representatives elected thus should be accountable;

Or, if the present indirect procedure remains, how to make it more transparent so that:

- B. LGBT retired members are told there's an election and can make or seek nomination;
- C. They know who is standing and can indicate who they support; and
- D. Candidates know who each other are so that any who wishes to do so can withdraw in another's favour;

And in either case:

- E. Whether the LGBT caucus at retired members' conference has a role.

Conference further instructs the committee to raise the issues at (A.)-(E.) above with the other SOG national committees and to seek to adopt a common position.

West Midlands region LGBT group

National LGBT committee position: **DEFER**

14. PRIORITISATION

Conference notes that prioritisation is a means to enable us to debate first and to have enough time to debate fully matters we deem of greatest significance.

Conference considers there is a need to review whether, in practice, this is what we achieve.

Conference wonders:

1. Whether any method of prioritisation can achieve such an outcome or whether we might as well debate motions in random order and/or simply divide the time available by the number of motions;
2. Whether it would be desirable to amend Standing Order (SO) 2.8.3 to take account of prioritisation;
3. Who should have a say and, in particular, the effect of asking most but not all of the bodies listed in SO3.1 to indicate priorities; and,
4. What the effect might be if in future we did any or all of the following:
 - A. Require bodies listed in SO3.1 to submit motions in their own priority order;
 - B. Require bodies indicating priorities only to include motions submitted by others; and/or
 - C. Invite bodies to submit fewer priorities than now.

Conference instructs the national lesbian, gay, bisexual and transgender committee to review the position, consider the numbered points above, develop alternatives, consult regions, branches, caucuses and individual members and submit a report next year with one or more proposals for debate.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

15. SHARER DELEGATES TO LESBIAN, GAY, BISEXUAL AND TRANSGENDER CONFERENCE

Conference notes that each UNISON Branch is entitled to send 10 Delegates to Conference. Conference further notes that this lesbian, gay, bisexual and transgender (LGBT) conference is unable to send sharer delegates to our conference?

This branch believes that this restricts participation in our self-organised group. This is due to that fact that every delegation's 4th delegate must be low paid and every 5th delegate must be a young member, if branches cannot fill these seats then the branch cannot send any more than 3 delegates who would be able to participate on the floor of conference but would be able to send visitors who cannot participate on conference floor. Whilst this branch fully agrees that there should be seats for our low paid and young members in every delegation to the unions conferences this is sometimes difficult to achieve if they do not have LGBT members within the branch who wish to participate. Yet the branch may have members who wish to participate and become active who do not meet this criteria.

Branches encourage participation and all work very hard to achieve this, if branches were able to send a sharer delegate as per the union's national delegate conference and service group conferences then they would be able to send delegates who would then get the experience of participating on conference floor, this branch believes that this would further encourage our LGBT members to become active not just in the branch but in our union as a whole, therefore meeting one of our unions main objectives.

This branch further notes that there is no provision within this conference's standing orders in respect of including sharers or within the union's national rule book in respect of self organised groups' conferences for the make-up of a delegation to its conference, to make submission to amend either the standing orders for this conference or national rules.

We therefore request that the national LGBT committee to:

1. Liaise with the relevant sections of the union and the appropriate UNISON officers in order to seek the inclusion of sharers as part of a branch delegation in time for the requirement to submit delegates for LGBT conference 2016.

Lancashire police branch LGBT group

National LGBT committee position: **OPPOSE**

CAMPAIGNING

16. DON'T LET THE TORIES GET AWAY WITH IT AGAIN!

Conference notes the extent to which the political landscape changed on 8 May. With its Westminster majority, the Tory government has wasted no time in implementing swingeing budget cuts and deeply regressive policies and laws that were partly tempered when it was in coalition. These include a renewed zeal for public sector 'pay restraint'; attempts to effectively curtail the right to strike and make it easier for employers to use agency workers to break strikes; further reductions in public sector facility time; continuing cuts to and privatisation of public services including expansion of free schools and academies; repealing the Human Rights Act; and deep cuts to welfare payments. All of these impact on lesbian, gay, bisexual and transgender (LGBT) workers.

Conference acknowledges the election result was partly a consequence of significant numbers of UNISON members voting for parties who this conference would not call allies. Conference reaffirms its beliefs that the best way to progress LGBT equality is to kick the Tories out of government and that UKIP's (United Kingdom Independence Party's) contribution is to spread fear and division. However conference notes that we were not successful enough in making this case with the wider membership or in challenging racist lies.

Conference welcomes Labour's continuing commitment to LGBT equality, with key manifesto commitments including strengthened anti-LGBT hate crime laws, reviewing gender identity law, action on LGBT mental health and to make education free from anti-LGBT prejudice and discrimination. Conference notes that many of us learnt our activism campaigning within the Labour party and lobbying a Labour government. With Labour's LGBT commitments clear and with the party in opposition, we now need to review our campaigning priorities and strategies, working with community organisations to build coalitions around our campaigns against cuts and the regression of our hard fought-for rights.

Conference notes that part of the Tory strategy is to steal our language – for example misappropriating the term 'living wage' to mean a fourth age tier to the minimum wage. Conference believes we must develop a refreshed campaigning framework, reviewing our campaign messages to make sure they cut through Tory and UKIP rhetoric. We must focus on who are we speaking to, the message we are

giving, how it is being received and how it translates into action. This includes our campaigns towards devolved and regional administrations.

Conference therefore calls on the national LGBT committee, working with regional LGBT groups, caucuses and Labour Link, to:

1. Develop our medium-term political campaign messages, building coalitions against anti-union, anti-worker, anti-public services and anti-welfare Tory policy;
2. Build on our political education work, explaining what the Tories and UKIP really stand for;
3. Mobilise for all the elections up to and including the next general election, including by-elections and local, devolved, European Parliament and Assembly elections; including encouraging and supporting our members to stand for political office.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 16.1

Add a new fifth paragraph:

“Conference also believes that not letting the Tories get away with it again requires sustained political mobilisation of our own as LGBT trades unionists and that the People’s Assembly Against Austerity could help us to support, encourage and co-ordinate joint action to promote UNISON’s equalities and bargaining agenda and defend jobs, terms and conditions. However, at present, the People’s Assembly lacks any specifically LGBT structure with which this self organised group could make direct links.”

In the final paragraph, add a new action point:

- “4. Working within UNISON’s established rules, policies and constitutional provisions, seek to approach the People’s Assembly and LGBT groups of other trades unions affiliated to the People’s Assembly with a view to setting up a People’s Assembly LGBT Group to highlight the impact of austerity on LGBT people and to mobilise resistance.”

West Midlands region LGBT group

17. BUILDING THE CHALLENGE TO THE TORIES AND UKIP IN OUR REGIONS AND NATIONS

Conference notes that the majority Conservative government will have been in power in Westminster for a year by May 2016. The local, regional and devolved nation elections on 5 May will mark a first test of the Conservative's electoral support and offer a chance to challenge their power at a local and regional level.

Conference believes that we must therefore build on and expand our work to encourage members to register to vote, particularly with 2016 elections likely to see significant disenfranchisement of vulnerable and transient communities due to Individual Electoral Registration.

Conference further believes that voter turnout in these elections will be key and understands that encouraging members to use their vote needs to be a priority for the national lesbian gay bisexual and transgender (LGBT) group's work programme, both on a national and regional level.

Conference notes that in London there will be elections for the Mayor and the London Assembly. Conference recalls that a British National Party (BNP) Assembly Member was elected in 2008. Due to the hard work of a broad coalition of groups including trade unionists, the electoral threat from the BNP has thankfully dissipated however we must be ever vigilant and continue our campaign against far right groups.

The London Assembly elections use an "Additional Member" system where political parties get additional top up seats based on the number of votes they achieve across the capital. This could make it possible for United Kingdom Independence Party (UKIP) to win representation even if they do not win in any of the constituency seats. The Additional Member system is also used in devolved nation elections.

UKIP is a party who have had a number of elected representatives and members who have made racist and homophobic statements. It is a party that spreads fear and division.

Conference notes that London has been UKIP's weakest area in the country, with UKIP Spokesperson Suzanne Evans explaining this by stating that Londoners are "more media-savvy and educated"! However in May of this year UK Elects forecast that UKIP could win two top up seats on the London Assembly in 2016. It is vital that we campaign against UKIP across the UK and make clear to our members that they would be a disaster for equality, for workers rights and for public services.

Conference therefore calls on the national LGBT committee to work with regional LGBT groups and branches where appropriate to:

1. Encourage members to register to vote and to vote in favour of candidates and parties who back equality and UNISON's values in the upcoming local, regional and devolved nation elections;

2. Continue our campaign against the far right and unmask UKIP's myths;
3. Work with the Labour Link to ensure UNISON resources are put into regional and devolved nation elections as they offer a vital way of challenging the Conservative's power at Westminster;
4. Encourage our members to stand for elected office.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 17.1

In action point 4, insert ', especially Black LGBT members, who are underrepresented in politics,' after 'Encourage our members'.

Black LGBT members' caucus

18. FORTY YEARS ON: CONTINUING THE PUSH FOR LGBT EQUALITY WITH LGBT LABOUR

Conference notes that Lesbian, Gay, Bisexual and Transgender (LGBT) Labour is 40 years old this year. LGBT Labour's achievements in influencing Labour Party policy include:

1. Equal age of consent;
2. Repeal of Section 28;
3. Gender Recognition Act;
4. Civil Partnerships;
5. Fertility and adoption rights for lesbians;
6. Outlawing discrimination in provision of goods and services;
7. Making homophobia a hate crime;
8. Allowing LGBT people to openly serve in the Armed Forces.

Conference further notes that it was the votes of Labour Members of Parliament and Peers, influenced by the hard campaign work of LGBT Labour, which enabled same-sex marriage to become a reality. Conference applauds these achievements, but also recognises that there is much more to be done.

Conference notes that LGBT Labour produced a manifesto for the General Election. This manifesto contained a number of commitments, including:

- A. Strengthening laws on LGBT hate crime;
- B. Reviewing and updating gender identity law;
- C. Turing's Law to offer posthumous pardons to gay men convicted of homosexuality;
- D. Age-appropriate compulsory sex and relationship education, including LGBT;
- E. Toughening stance on LGBT bullying in schools;
- F. Appointing an International LGBT Rights Envoy and take lead on promoting global LGBT equality;
- G. Improving treatment of LGBT asylum seekers;
- H. Working with the trans community to improve access to gender care services;
- I. Improving action to tackle human immunodeficiency virus (HIV) and acquired immune deficiency syndrome (AIDS);
- J. Reviewing the restrictions on gay and bisexual men donating blood;
- K. Improving LGBT representation in Parliament.

Conference regrets that, due to the general election result, these policy commitments will not become law. Conference however believes that the Labour Party must remain committed to these policies and expand upon them.

Conference also notes the productive joint work that has taken place between UNISON, LGBT Labour and the Labour Party, facilitated by the Labour Link. Conference believes that this could be further strengthened by affiliation of UNISON branches with LGBT Labour.

Conference therefore calls upon the national LGBT committee to:

- I. Support LGBT Labour through the Labour Link to call for reaffirmed commitment by the Labour Party to the policies enshrined in Labour's 2015 LGBT General Election manifesto;
- II. Work jointly with LGBT Labour through the Labour Link in pushing for further LGBT equality in Labour Party policy;

III. Work with LGBT Labour on a programme of affiliation with UNISON branches.

North West region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 18.1

In third paragraph, change 'LGBT Labour produced a manifesto' to 'Labour produced an LGBT manifesto'.

National LGBT committee

National LGBT committee position: **SUPPORT**

19.* SOCIAL CARE IN ENGLAND

The election of a Conservative government means, in England at least, that there is no end in sight to the crisis in social care nor to the quandary of many lesbian, gay, bisexual and transgender (LGBT) people seeking safe and appropriate care.

Conference welcomes the launch of UNISON's Save Care Now campaign to build on the gains since publication of the Ethical Care Charter.

Conference supports the integration of health and social care providing the aim of doing so is to improve service quality not just pool budgets to save money.

Conference confirms that it supports LGBT service users' right to choose how to access services and from whom. It believes they are most likely to be able to do so where health and social care services are delivered:

1. On an integrated basis at a local level;
2. Free of charge to the user;
3. Directly, by bodies elected to do so which are not for profit and remain accountable to the general public;
4. By a workforce trained and supported to build relationships and confidence not just give physical care; and,
5. Who are well paid and have decent conditions based on collective bargaining and have enough time to do their work.

Conference also believes the contribution of family and friends must be recognised, supported and rewarded better than it is now.

Conference instructs the national LGBT committee, acting jointly, as appropriate, with other bodies within UNISON and seeking the support of the national executive council as need be, to:

- A. Continue to support the Save Care Now Campaign, contribute an LGBT perspective to UNISON's campaigns on integration and free social care and aim to build support in LGBT communities;
- B. Learn the lessons from Cymru/Wales, Northern Ireland and Scotland and raise issues with the ILGA-Europe to see what we can learn from elsewhere;
- C. Link this campaign with ones defending working age disability benefits and to improve Carers Allowance and Attendance Allowance; and,
- D. Ensure the campaign continues to be promoted to LGBT members through Out in UNISON and the LGBT e-bulletin.

Birmingham branch LGBT group

National LGBT committee position: **SUPPORT**

Amendment 19.1*

Delete action point C and replace with:

- "C. Link this to campaigning against the Welfare Reform and Work Bill and cuts to tax credits, Employment and Support Allowance, disability benefits and Carers Allowance; and"

Disabled LGBT members' caucus

20.* SOCIAL CARE IN ENGLAND

The election of a Conservative government means, in England at least, there is no end in sight to the crisis in social care nor to the quandary of many lesbian, gay, bisexual and transgender (LGBT) people seeking safe and appropriate care.

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Conference also believes the contribution of family and friends must be recognised, supported and rewarded better than now.

Conference instructs the national LGBT committee, acting jointly, as appropriate, with other bodies within UNISON and seeking the support of the national executive council as need be, to:

- A. Continue to support the Save Care Now! Campaign, contribute an LGBT perspective to UNISON's campaigns on integration and free social care and aim to build support in LGBT communities;
- B. Learn the lessons from Cymru/Wales, Northern Ireland and Scotland and raise issues with the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) and with ILGA-Europe to see what we can learn elsewhere;
- C. Link this campaign with ones defending working age disability benefits and to improve Carers' Allowance and Attendance Allowance; and,
- D. Ensure the campaign continues to be promoted to LGBT members through Out in UNISON and the LGBT e-bulletin.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 20.1*

Delete action point C and replace with:

- "C. Link this to campaigning against the Welfare Reform and Work Bill and cuts to tax credits, Employment and Support Allowance, disability benefits and Carers Allowance; and"

Disabled LGBT members' caucus

21. SEX AND RELATIONSHIP EDUCATION LESSONS (SREL)

Conference notes that there is a growing call for ‘Sex and Relationship Education Lessons’ (SREL) to be included as a statutory part of our education system, including at previous UNISON Lesbian, Gay, Bisexual and Transgender (LGBT) conferences.

Reasons for the call include:

1. The fact that the United Kingdom has the worst rates of teenage pregnancy and sexually transmitted infections in Western Europe;
2. Recent investigations and scandals related to child sexual exploitation and so-called ‘sexualisation’ of children;
3. Continuing levels of homophobia, biphobia and transphobia in schools;
4. The fact that most school students never hear LGBT issues mentioned in the classroom and are given no advice about same sex relationships.

Conference notes that the previous Coalition Government repeatedly rejected these calls. A group of cross-party Members of Parliament have criticised the Tory-led Government’s approach to these matters as weak and insufficient in dealing with providing and equipping the country’s young people with appropriate protection, information and knowledge around SREL.

In England, OFSTED (Office for Standards in Education, Children’s Services and Skills) have reported that around 40% of schools need to improve their approach to SREL and even recommends that SREL should become a part of the National Curriculum. Graham Stuart, chair of Education Standards Committee stated:

“There is an overwhelming demand for statutory sex and relationships education – from teachers, parents and young people themselves”. Clearly, this is an important and essential aspect of learning for young people.

Conference welcomes the fact that Labour’s LGBT mini-manifesto included the following commitments:

- A. Support schools to implement a zero-tolerance approach to LGBT phobic bullying;
- B. Ensure all teachers are equipped to tackle homophobic, biphobic and transphobic bullying;
- C. Age-appropriate compulsory sex and relationships education (SRE) in all state-funded schools will ensure children have the opportunity to learn about and respect different family lives.

Conference calls on the national LGBT committee to:

- I. Work with the appropriate structures in UNISON to highlight the importance of including LGBT lives and relationships into SREL in schools and build support for the campaign for compulsory SREL;
- II. Work with UNISON Labour Link and LGBT Labour to keep this issue on Labour's agenda.

Durham branch LGBT group

National LGBT committee position: **SUPPORT**

22. SAME SEX PARENTS

Conference welcomes the extension of new rights to surrogate parents enshrined in the Children and Families Act 2014, and recognises that they will be of particular benefit to same sex parents.

According to the Human Fertilisation and Embryology Authority (HFEA), the number of lesbian couples becoming parents via fertility treatment increased by more than a third in 2012, reflecting recent reforms enabling same sex couples to receive treatment on the NHS and the introduction of equal marriage in Scotland.

However, Conference is aware that these rights are being introduced in a climate where reps are reporting that managers are increasingly interrogating members exercising family rights about their family relationships and recognises that this is causing particular difficulties for same sex parents.

Stereotyping, prejudice and ignorance of lesbian, gay, bisexual and transgender (LGBT) relationships can lead to LGBT workers experiencing more intrusive questioning into family relationships, when they seek to exercise maternity, paternity and other parental rights. Disbelief and, on occasion, open hostility means that LGBT parents are more likely to struggle to exercise and enforce their rights than heterosexual parents, particularly in unorganised workplaces.

Conference calls on the national LGBT committee:

1. To work with the National Executive Council to support branches and to take a proactive approach to challenging the myths and stereotypes about LGBT family relationships and same sex parents;
2. In its ongoing work, to raise awareness of parental rights, the extension of rights and the distinct concerns of LGBT parents;

3. To assist equipping reps with the knowledge and confidence they need to ensure decisions regarding parental rights are objective and judgemental free, and not based on stereotypes and assumptions;
4. To produce guidance in negotiating policies and procedures with employers that specifically reference LGBT and same sex parents.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 22.1

In final sentence of fourth paragraph, change 'heterosexual' to 'non-LGBT'.

In action point 4, change 'produce guidance' to 'promote its guidance'.

National LGBT committee

National LGBT committee position: **SUPPORT**

23. GIVING YOUNG TRANS PEOPLE A DECENT START IN LIFE

Conference notes the widespread lack of awareness about young trans people and the issues they face, including within schools. This is made worse by the impact of austerity cuts to specialist and mainstream youth services, to community and support groups and to health services. Conference believes that giving young trans people the information, support and, if appropriate, treatment they need when they are young has a major impact on their life chances.

In education, most schools are woefully unprepared for trans students and so work done around this issue is usually reactive and therefore often rushed. Conference notes that around half of all people who work in schools are in non-teaching roles, inside and outside the classroom, either UNISON members or potential UNISON members. Indeed schools are currently one of UNISON's biggest areas of member recruitment. Conference affirms that making education a positive experience for young trans people is a task for the whole school community and one in which UNISON can play an important part.

Conference welcomes steps to establish cross education union work on raising awareness in schools under the auspices of the Trades Union Congress and the Post School Forum on Sexual Orientation and Gender Identity Equality, of which UNISON was a founder member.

Conference notes that as well as negotiating lack of awareness at school, young trans people face issues in seeking gender related health services. These include the same issues as face older trans people including lack of consistency from

General Practitioners, ever extending waiting times for services, lack of transparency and lack of clear information. Young people identifying as trans pre-16 face additional issues with access to treatment, including to puberty delaying treatment.

Conference further notes the high levels of housing problems and homelessness among young trans people and the devastating impact that the Tories' removal of housing benefit from 19-21 year olds will have on them.

Conference commends the work done by a number of groups working to support young trans people, including Scottish Transgender Alliance, Gendered Intelligence and Mermaids.

Conference calls on the national lesbian, gay, bisexual and transgender (LGBT) committee, working with the trans caucus, to:

1. Work with UNISON education services and other education unions to call for greater training for schools around trans issues and to lobby for trans issues to be included in Ofsted (Office for Standards in Education, Children's Services and Skills) inspection criteria;
2. Raise awareness of advice and support groups available to young trans people and their families;
3. Include services for young trans people in campaigns for improved access to National Health Service gender services;
4. Encourage branch and regional LGBT groups to take up these issues.

Transgender members' caucus

National LGBT committee position: **SUPPORT**

24. SUPPORT FOR YOUNG TRANSGENDER PEOPLE AND THEIR FAMILIES

Conference applauds Brad Pitt and Angelina Jolie for supporting their child's decision to self-identify as male. However, so much more needs to be done to support young transgender people. Nothing has shown this more than the death of Leelah Alcorn, and her parents continuous mis-gendering of her in the media.

Statistics have shown that 48% of transgender people have attempted suicide at least once. Support charities are so under-funded that they often cannot provide a full support system. There is so much positive information online, but the message has still to reach so many and discrimination continues.

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

1. Publicise the work of transgender support charities, such as You Are Loved, in the hope that they gain more support and funds;
2. Work with family support charities, such as Mermaids, to make sure their message reaches the parents of transgender children;
3. Work with the National Health Service and educational institutions to ensure appropriate support for young transgender people is available.

Scotland region LGBT group

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

25. TRANS HEALTH MATTERS!

Conference notes with serious concern the recent report of waiting times for National Health Service (NHS) gender treatment could reach twelve years in some parts of the United Kingdom (UK) unless urgent action is taken.

For example, a recent Freedom of Information request by UK Trans Info revealed that by the end of April 2015 there were 269 patients on the Northern Region Gender Dysphoria Service in Newcastle. However between April 2014 and March 2015 only 48 new patients had been seen, meaning it could take over five years to clear the backlog.

The figures just take into account those already on the waiting list, not new referrals, and with an average of 18 new referrals per month by March 2017, patients could be waiting up to 12 years to be seen. This at a time when NHS England claims that all patients accessing gender services should be seen within eighteen weeks. Conference welcomes the work that went into developing the NHS Scotland Gender Reassignment Protocol and the Interim NHS England Gender Dysphoria Protocol, which is largely based on the Scottish Protocol, and calls for their implementation to be reviewed.

Across the UK there are now 2744 patients on waiting lists and this number is growing. Added to ever increasing waiting lists, there are issues with General Practitioners' knowledge, attitudes and training, for example around endocrinology. Conference is concerned that the Tory government's austerity agenda will worsen a post code lottery for treatment and care in a system that is at breaking point.

Conference welcomes the updated publication 'Influencing Our NHS: a short UNISON guide', which signposts members to where they can get involved in NHS structures as patients' representatives, including clinical commissioning groups, foundation trusts, health and well-being boards and HealthWatch.

Conference therefore calls on the national lesbian, gay, bisexual and transgender (LGBT) committee to work with regional and branch LGBT groups and our trans caucus to:

1. Work with the national executive council, health service group, Trades Union Congress, LGBT Labour and other appropriate organisations to continue to campaign for a properly funded health services for trans and gender non-binary people;
2. Promote UNISON's guide 'Influencing Our NHS' and encourage members to get involved with NHS organisations to raise the issue of trans health services;
3. Seek opportunities to update the NatCen research commissioned by UNISON into the impact of austerity on LGBT people and services under the previous government, in light of the general election result.

Transgender members' caucus

National LGBT committee position: **SUPPORT**

26. TORY HOUSING POLICY AND ITS IMPACT ON THE LGBT COMMUNITY

Conference believes that it is a human right for everyone to have a safe, secure and affordable home.

Conference notes with alarm that the Tory Emergency Budget in July was a horrendous attack on the most vulnerable and poorest in our society. It shows that the Tories are celebrating their small majority Government with a bigger axe to welfare and the public sector.

Conference is deeply concerned with the announcement that Housing Benefit is to be removed from those aged 18 to 21. Conference believes this is a heinous act that will disproportionately impact on the lesbian, gay, bisexual and transgender (LGBT) community.

It is well known that younger members of the LGBT community suffer most from family rejection and this often leads to them becoming homeless. Statistics from the Albert Kennedy Trust shows:

1. LGBT young people make up around a quarter of the homeless community;
2. LGBT young people are more likely to have experienced abuse and family rejection;
3. Whilst homeless, they are much more likely to experience targeted violence, sexual exploitation, substance misuse and physical and mental problems than other homeless youths;

Add to this the one in four trans people that are forced to leave their homes and often become homeless because of transphobia from family members, room mates or neighbours.

Conference further believes that this situation is compounded by the unprecedented cuts to public services. These cuts have decimated specialist, targeted support services resulting in LGBT people being isolated and without the support they need to maintain accommodation.

Conference is not convinced that the most vulnerable will be protected from the worst of this Tory Government.

Conference therefore, calls on the national LGBT committee to:

- A. Condemn the Tory budget as an attack on the most vulnerable and an attack on equality;
- B. Work with sympathetic organisations to carry out a full equality impact assessment of the budgets impact on the LGBT community;
- C. Work with UNISON's "There for You" highlighting the assistance that we can offer members;
- D. Work with the Albert Kennedy Trust to raise awareness of the impact of homelessness on the LGBT community and how regions and branches can support this work;
- E. Work with the Albert Kennedy Trust to have a LGBT perspective and UNISON input into World Youth Homeless Matters Day on 15 April;
- F. Lobby all sympathetic Members of Parliament (MP's) to challenge and oppose this change to Housing Benefit for 18 to 21 year olds;
- G. Work with Labour Link to lobby Labour MPs to oppose this change and provide effective opposition to this Tory's anti-equality agenda;
- H. Produce campaigning materials around homelessness and the LGBT community for regions and branches to enable to challenge these proposals whilst supporting those impacted by them.

Newcastle Hospitals branch LGBT group

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

27.* THE HIGH RISK OF HOMELESSNESS

Conference notes that many lesbian, gay, bisexual and transgender (LGBT) people have no alternative but to rent homes in the private rental market, especially in areas

of high property values, and that this disproportionately affects young LGBT people. This is compounded by the lack of social housing.

LGBT people may experience difficulties where they have come out over either their sexuality or gender identity and have been excluded from their family, or where landlords discover their sexuality or trans status and seek to evict them. In addition, there may be harassment, victimisation etc and damage to the property where a person becomes a target for homophobic, biphobic or transphobic hate crime.

Conference welcomes indications by Labour to address issues around the rights of tenants and particularly for tenants in the private rental market.

Conference is shocked that young LGBT people are at higher risk of homelessness compared to their straight counterparts. Although there is little monitoring, research indicates that, in urban areas, 30 percent of young homeless people identify as LGBT.

Young people can find themselves in vulnerable positions because of their sexuality; many will have left home to escape homophobia and abuse from family members or partners. Sexual exploitation, mental health issues, physical and substance abuse are all bigger threats for homeless LGBT youths. These young people need access to specialist support services to ensure their futures.

Conference commends the work of charities like the Albert Kennedy Trust who, in 2014, provided 8,000 nights of accommodation for young homeless LGBT people across the country, yet, dishearteningly, in 2014 saw a 160 percent increase in demand for their services.

Specialist support and accommodation provided by local authorities and housing associations are currently minimal. This must change and charities should not be relied upon to provide drastically needed help.

Conference calls on the national LGBT committee to:

1. Campaign and lobby political parties, Westminster and devolved United Kingdom governments in order that specialist support for homeless LGBT youth is made a priority for local authorities;
2. Promote charities such as the Albert Kennedy Trust and urge branches to affiliate to such charities;
3. Highlight the issues on UNISON's LGBT website, LGBT Monthly E bulletins, and 'Out in UNISON'; and,
4. Engage with UNISON Labour Link to raise this issue.

South East region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 27.1*

Add additional sentence at end of fourth paragraph:

‘People who are homeless are particularly vulnerable and if they are also disabled, finding accessible accommodation is extremely difficult, if not impossible.’

In action point 1, after ‘homeless LGBT youth’, insert ‘highlighting the particular needs of young disabled LGBT people’.

Disabled LGBT members’ caucus

Amendment 27.2*

In first sentence of fourth paragraph, change ‘straight’ to ‘non-LGBT’.

In action point 1:

change ‘Campaign and lobby’ to ‘Promote appropriate campaigns and lobbying of’;
change ‘in order that’ to ‘for’;
change ‘is made’ to ‘to be’.

National LGBT committee

National LGBT committee position: **SUPPORT**

28.* YOUNG, LGBT AND FACING HOMELESSNESS

Conference notes that the last government enacted housing and benefit policies which had a severe impact on lesbian, gay, bisexual and transgender (LGBT) people. Conference is disheartened to find that, following the General Election, we now have a Tory government that is set to make things even worse, and for young LGBT people in particular.

Conference notes that:

1. The government plans to extend right-to-buy to include Housing Association properties;
2. Sale of these properties to private landlords could result in a significant increase in rents;
3. There is no planned like-for-like replacement for each Housing Association property sold;

4. The government has also indicated plans to stop Housing Benefit for 18-21 year-old jobseekers, as part of its programme of cuts to social security.

Conference is deeply concerned that young LGBT people, who are already at greater risk of homelessness due to violence in, and ejection from, the family home, will be put in an even more perilous position. Furthermore, continued cuts to local government will mean that local support services, on which LGBT people are heavily dependent, particularly outside major cities, will be further pared back. This was highlighted in the report commissioned by UNISON from the National Centre for Social Research, and published in 2013.

Conference notes the excellent work by the Albert Kennedy Trust for over 25 years in helping young LGBT people facing housing crisis. This work includes the Purple Door project, which provides safe accommodation specifically for young LGBT people in London and Greater Manchester. Conference applauds this work, but regrets that the cuts have left vulnerable people having to seek out appropriate support from charities and the community and voluntary sector instead of their local authority.

Conference therefore calls upon the national LGBT committee to:

- A. Work with the national executive council, national self organised group committees, all relevant service groups and the Trades Union Congress to ensure that campaigns highlighting the effects of austerity measures and changes to housing and welfare benefit policy reflect the impact upon LGBT people in particular;
- B. Work with UNISON branches to highlight the impact of local government cuts and changes in housing and benefit policy on young LGBT people;
- C. Continue to support and promote the work of the Albert Kennedy Trust, and in particular the Purple Door project.

North West region LGBT group

National LGBT committee position: **SUPPORT**

29.* END DISCRIMINATION IN SURVIVOR PENSIONS

Conference condemns the continuing discrimination against civil partners and same sex married couples with regard to pensions and deplores the failure of the government to address the inequality of survivor pensions within occupational schemes.

Conference asserts that the Treasury's claims that equalisation in line with other survivors is unaffordable were misleading and inaccurate and that there is a responsibility of Government not only to end this discrimination and adhere to the

provisions of the Equality Act 2010, but also to meet the costs of any backdated payment.

Conference whilst welcoming the Marriage (Same Sex Couples) Act finds it disgraceful that the Act failed to address the inequality that exists with regard to survivor pensions and notes the Act permits pension providers to discriminate against same sex married couples and those in civil partnerships.

Same sex survivor benefits need only be calculated from 5 December 2005 following the introduction of civil partnerships.

Conference is shocked and disappointed the review of survivor benefits did not recommend full equalisation of pension rights and notes that a similar discrimination exists between widow and widower pensions. Within the private sector only pension contributions after 1990 count towards accrual of a widower's pension and service; after 1988 in the public sector.

Conference believes Government should take urgent action to equalise pension provision for same-sex married couples, civil partners and widowers with the benefits enjoyed by widows.

Conference calls on the national LGBT committee to:

1. Make pensions equality a priority campaign and lobby political parties, Westminster and devolved UK governments on this issue;
2. Engage with UNISON Labour Link to raise this issue; and
3. Highlight the issues on UNISON's LGBT website, LGBT monthly E bulletins, and 'Out in UNISON'.

South East region LGBT group

National LGBT committee position: **SUPPORT**

30.* EQUAL PENSIONS (1)

Conference notes that:

1. The Marriage (Same Sex Couples) Act 2013 required the United Kingdom (UK) government to review surviving partners' benefits in occupational pension schemes; and,
2. The UK government published its review on 26 June 2014 estimating the cost of equalisation but without making any recommendations or indicating any process or timescale to lead to deciding what to do.

Conference also notes that the previous government's inaction appears to stem from reluctance to impose on pension schemes costs it described as 'retrospective' and is disappointed to note the Labour front bench of the time appeared to share this reluctance.

Conference rejects this logic. It is the logic that led those who abolished slavery to compensate slave-owners but not slaves.

Conference also rejects the narrow basis of the government's financial analysis which took no account that a couple's mutual support in old age is a feature of their relationship which benefits not just them but society as a whole.

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

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

- A. Continue to work closely with the Trades Union Congress (TUC) on this issue and promote TUC initiatives to LGBT members;
- B. Approach the national retired members' committee to discuss how to promote the campaign among UNISON retired members and with a view to raising it with the National Pensioners' Convention, the Scottish Pensioners' Forum and among pensioners generally;
- C. Approach the national Labour Link committee with a view to getting the Labour Party to support our aims and identify possible initiatives to be taken in the UK parliament;
- D. Support regional LGBT groups to enable them each to take at least one initiative in support of this campaign in the next twelve months and ensure that the groups in Cymru/Wales, Northern Ireland and Scotland have the resources and support to take appropriate initiatives in those regions; and,
- E. Collaborate, as appropriate, with Liberty and any others supporting individual legal cases.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

31. EQUAL PENSIONS (2)

Conference notes that some trans women remain cheated of arrears of State Pension due as a result of a European Court of Justice decision because the United

Kingdom government, relying on domestic provisions on non-retrospection, refuses to backdate payment to date of transition.

Conference instructs the national lesbian, gay, bisexual and transgender committee to work with the national retired members' committee, seeking the support of the national executive council as need be, to find ways to support trans women to be treated equally for pension purposes from their date of transition.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

32. UNISON AND BROKEN RAINBOW

Broken Rainbow is the first and only British organisation dedicated to confronting and eliminating domestic violence and abuse within and against the lesbian, gay, bisexual and transgender (LGBT) community. Broken Rainbow was formed in 2002 and became a registered charity in 2004.

Our community has changed radically. In the last ten years new legislation has given us rights and equalities that we could not have imagined only a few decades ago. We have become confident and bold in challenging oppression and being able to make demands. However, we are only just beginning to acknowledge the presence of domestic abuse and domestic violence within our community.

Broken Rainbow UK is dedicated to bringing the issue out into the open, raising awareness, and offering help and support to those whose lives have been affected by domestic violence or domestic abuse.

It is estimated that Broken Rainbow has worked with over 35,000 people. This is achieved predominantly through the helpline, online chat and email service.

Broken Rainbow is in the process of piloting a Social Response to LGBT Domestic Violence. This programme includes ground breaking frontline services being run across the Greater Manchester Region over the next 3 years that include a LGBT Independent Domestic Violence Advocate (IDVA) program, legal assistance program, Europe's first LGBT perpetrators program and a Refuge program with the vision that post 2017 when all these programs have been piloted and evaluated they can then be rolled-out nationally. It is Broken Rainbow's aim to ensure LGBT people are able to live safer lives with equal services. In 2014 76,336 cases went through the Multi Agency Risk Assessment Conference (MARAC) and only 0.9% of these were identified as LGBT. In the same period Broken Rainbow took over 5,500 calls looking for help and support many of those callers were medium-high risk so we know that LGBT individuals living in abusive relationships are not getting the service they are entitled to.

The future of the helpline isn't great, Broken Rainbow only received a further year's funding from the Home Office in April and know that they will be required to go into a

competitive commissioning process later this year. As things currently stand they do not know how successful this might be. The helpline is expensive to run, due to the complexities within the calls, they take a longer period of time to resolve than say Women's Aid, due to the lack of LGBT services available to our community.

Conference asks that the national LGBT committee to:

1. Encourage branches and regions to become members of Broken Rainbow and/or make a one off donation to them;
2. Encourage all regional groups to agree to have Broken Rainbow information on stalls that they have at events throughout the year;
3. Encourage branches and all regional groups to familiarise themselves about the services offered by Broken Rainbow and so be able to promote them in all events where there is a UNISON presence.

North West region LGBT group

National LGBT committee position: **SUPPORT**

33. PRIDE IN OUR PAST AND OUR FUTURE

Conference notes the contradictory situations faced by Pride events in 2015.

On the one hand we celebrate the fact that in this year, 30 years after the Miners' strike, Lesbians and Gays Support the Miners (LGSM) participated in many Pride events across the country – as well as in other trade union events such as the Durham Miners Gala and the Tolpuddle festival.

Their presence, together with some actors from the film Pride, encouraged the involvement of greater numbers of trade unionists and trade union banners at these events.

Conference notes in particular the work done in Greater London to mobilise non-LGBT (Lesbian Gay Bisexual and Transgender) members for Pride London and thanks those branches and members who responded.

Conference regrets however that Pride London would not agree for the unions to march with LGSM at the front of the march. Consequently, LGSM took the decision to march further back, leading the union bloc behind various corporate sponsors. Conference believes that the principle of solidarity is essential to the spirit of Pride events.

Conference regrets the fact despite a late in the day decision from London Pride to ban United Kingdom Independence Party (UKIP) from the march, that organisation did participate in the march.

UKIP is a party which has had a number of elected representatives and members who have made racist and homophobic statements. The UKIP LGBT group has as we understand it made no criticism of these views expressed by people speaking on behalf of their organisation. The participation of this organisation is a particular threat to migrant and Black LGBT people.

Conference believes that Pride events have come a long way over the years they have been taking place in Britain. We believe that the participation of thousands of LGBT people and our allies is an indication of the victories that have been won over the decades from the days when only hundreds had the confidence to celebrate our sexuality and /or our gender identity as well as to put forward those demands for equality and justice which we still need to fight for. Further for UNISON as a trade union such a wide involvement gives us an audience to explain the importance of trade union membership and organisation particularly in the context of the election of a Tory government in May 2015.

Conference resolves to ask the national LGBT committee to work with regional groups and other relevant parts of the union to:

1. Maximise the participation and visibility of UNISON members in Pride events over the next year;
2. Continue to highlight the role trade unions have played and will continue to play in the fight for LGBT rights and that this should be recognised by Pride organisations in terms of their prominence in local events;
3. Continue to object to the participation of UKIP in Pride events.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 33.1

Add a new eighth paragraph:

“Conference recalls Emergency Motion 2 carried at last year’s conference which instructed the National LGBT Committee to circulate to regions, guidance and briefing on UKIP participation at Pride events in time of 2015 Prides. Conference regrets to note that the committee has not carried out this instruction which it confirms and repeats except, now, in time for 2016 Prides.”

West Midlands region LGBT group

34. TRANSPHOBIC FEMINISM

Conference notes that feminism is the promotion of women's rights on the grounds of achieving equality of the sexes. Trans-exclusionary radical feminists (TERFs) are one part of the feminist movement, who believe that only women born women (i.e. with a XX chromosome and female genitalia) should be included.

This transphobic ideology was brought to the public consciousness by one of the most well known feminists in the public eye, Germaine Greer, who has publicly stated that 'being trans is an illusion'.

As a community that has been historically marginalised and persecuted for being who we are, we must stand against any movement that seeks to exclude people based on their gender identity.

Conference calls upon the national lesbian, gay, bisexual and transgender committee to promote feminism as an inclusionary movement, with the sole goal of achieving equality throughout the gender spectrum.

Scotland region LGBT group

National LGBT committee position: **DEFER**

Amendment 34.1

Delete first sentence and replace with "Conference notes that feminism is a broad based movement made up of many different strands but with the shared aim of reshaping society away from patriarchal structures and traditional gender roles and expectations and towards a society built on equality, respect and inclusiveness regardless of gender."

In the second sentence replace "women born women" with " 'women born women' "

In final sentence delete all after "inclusionary movement".

Greater London region LGBT group

Amendment 34.2

Add new third paragraph:

"Conference also notes that although our own union recognises all those who wish to identify as women it appears this does not extend to obtaining a seat on women's self-organised groups unless they are fully transitioned. This appears to be at odds with our ideal of equality and discriminates against many members within the transgender spectrum."

And after last paragraph add new paragraph:

“Conference also requests the national lesbian, gay, bisexual and transgender committee to contact the national women’s committee to try and enable a situation where any member with a female identity can take up a seat on any women’s self-organised committee.”

Leicestershire police branch LGBT group

35. ALAN TURING AND GROSS INDECENCY CONVICTIONS

Conference applauds the posthumous Royal Pardon granted to Alan Turing for his 1952 gross indecency conviction, effective in December 2013. However Conference believes that such pardons should be given to all men, living and deceased, who were similarly convicted because of their homosexuality.

Conference agrees that the legislation that allowed such convictions was iniquitous, unjust and discriminatory and that to set the record straight its effects on those still living with such convictions and the families of those who died with them on their record should be afforded the same Royal Pardon.

Conference therefore instructs the national lesbian, gay, bisexual and transgender committee to liaise with the national executive council and other relevant bodies to initiate/support a campaign to achieve royal pardons for all men convicted under this archaic and outdated legislation and to have their convictions expunged from the record.

East Midlands region LGBT group

National LGBT committee position: **SUPPORT**

INTERNATIONAL

36. WHY WE DO INTERNATIONAL WORK

Conference notes UNISON’s long, proud history of internationalism. UNISON is known here and globally for its internationalist perspective on all areas: from organising and fighting privatisation to defending employment and trade union rights.

The neo-liberal economic model behind privatisation and outsourcing, cuts in public spending and taxation, the driving down of workers and trade union rights are all global. The Transatlantic Trade and Investment Partnership (TTIP) – the comprehensive free trade and investment treaty being negotiated between the European Union and United States - could have a major impact on our public services and rights as workers and lesbian, gay, bisexual and transgender (LGBT) people. UNISON has no option but to respond to these threats by working as part of the European and international trade union movement.

UNISON's international work includes links with sister unions throughout the world - many of whom face similar challenges to our own – and solidarity work: speaking out when fellow trade unionists are under threat, and longer term work with sister unions and solidarity organisations.

UNISON's LGBT group has a strong tradition and practice of internationalism. All the national committee's international work is aimed at furthering UNISON's agenda. It is underpinned by the golden principle of solidarity - asking those affected and listening carefully before we act, not deciding for ourselves how to respond.

For many years, UNISON has played an important role in ILGA, the International Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI) Association, the global federation of LGBTI organisations.

We seek to ensure that LGBT rights are raised in all international forums in which UNISON works and trade unionism is raised in all LGBT forums in which we work. UNISON has been instrumental in increasing recognition by global and European trade union bodies of LGBT workplace discrimination and how to address it.

Although globally, most individual unions do not work on LGBT rights, a growing minority do and UNISON has links with most of these. Many are affiliated to ILGA. We welcome UNISON's first LGBT International Development Fund project, based in South Africa. The Fund works with unions in developing countries to improve their capacity to organise, defend and promote rights and represent workers.

We work with the Palestine Solidarity Campaign to develop and promote campaigning against 'pinkwashing' and for boycott, divestment and sanctions, including helping Palestine Solidarity have a profile at pride events across the United Kingdom.

We lend UNISON's name to LGBT groups facing particularly challenging situations, where they have sought our support, for example sending messages of support to the organisers of the first Cyprus Pride.

Conference therefore calls on the national LGBT committee to continue to:

1. Work with the National Executive Council international committee to encourage initiatives for LGBT equality;
2. Promote an internationalist perspective amongst LGBT members, encouraging them to get involved in international work through their branches or regions;
3. Encourage LGBT members and groups to support ILGA, making use of its great resources;

4. Seek further opportunities to utilise UNISON's International Development Fund.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 36.1

In the final paragraph, add a new sub-paragraph as follows and re-number the remaining sub-paragraphs accordingly:

- “3. Review how UNISON has raised trades unionism and its perspective of international solidarity in all the LGBT forums in which it works and with what outcomes, and identify the opportunities to continue doing so.”

West Midlands region LGBT group

37. THE INHUMAN AND UNDIGNIFIED TREATMENT OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER ASYLUM SEEKERS

Conference notes the human rights abuse perpetrated within the country of origin of lesbian, gay, bisexual and transgender (LGBT) people who make asylum applications in the United Kingdom (UK). Upon return to their homeland there would be a good chance they would be unable to live a fulfilled life, even facing the death penalty or life in prison. With that in mind still 98-99% of asylum applicants are declined. LGBT asylum seekers should to be treated in a dignified manner by all agencies. Highlighting difficulties facing asylum applications is paramount.

Conference notes that many LGBT asylum seekers are faced with an unacceptable level of embarrassment and undignified harassment to prove their sexual orientation and gender identity to the Home Office. On some occasions this will be the first time they have spoken to someone in authority about their sexuality or gender orientation. Recognition of LGBT asylum claims is typically rooted in the category (particular social group), reliant on human rights campaigners and solidarity from the LGBT community for access to legal advice and lawyers to end this injustice, whereby many genuine LGBT asylum seekers are being sent back to viciously anti-LGBT countries like Iran, Uganda, Iraq, Nigeria, Pakistan, Jamaica and Saudi Arabia.

This conference therefore condemns the lengths LGBT asylum seekers need to go to prove their sexual orientation and gender identity. In a recent case a woman was advised that she could not belong to the social group called lesbians due to her having a child, therefore infringing her human rights to have a family life. Asylum seekers have been told to go back home and be “discreet”.

As it stands, present protocol by the Home Office:

1. Severely restricts applications for those being unable to prove their sexual orientation, partly due to them not being able to be out in their country of origin;
2. Does not acknowledge people their human rights to have a family - the right to be respected and have a family life;

This is an attack on LGBT asylum seekers' human rights of access to asylum and a fair trial. Asylum in this country should mean that the human rights of all are respected and everyone can live in equality and freedom to express their sexuality.

3. Sees bisexuality as choosing not to be lesbian/gay full time.

This Conference therefore calls on the national LGBT committee to:

- A. Continue to work with Labour Link to campaign for the Labour Party to oppose these degrading practises, as promised in their recent LGBT manifesto;
- B. Encourage regions and branches to join ILGA Europe and to promote their work;
- C. Work with our sister unions internationally to challenge these injustices so people do not have to leave their homeland for safety in this country.

Northern region LGBT group

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

Amendment 37.1

In second paragraph.

In second sentence, delete "orientation" and insert "identity"

In third sentence, delete all after "sent back to" and insert "countries where they face persecution based on sexual orientation, gender identity or gender expression."

Insert new third paragraph:

"Conference notes that the Home Office issued a new Asylum Policy Instruction on sexual identity claims in February 2015, which was welcomed by the United Kingdom Lesbian and Gay Immigration Group (UKLGIG) as a 'positive framework' in which such claims can be determined. However, the Home Office has not taken adequate steps to ensure its effective implementation, and it has still not reviewed the Asylum Policy Instruction on gender identity claims, issued in 2011."

At beginning of existing fourth paragraph, delete "present protocol by the Home Office" and insert:

“the way in which the cases of LGBT asylum seekers are handled”

Insert new point 2, and renumber following points accordingly:

- “2. Frequently ignores or rejects the self-described identity of transgender asylum seekers including in official documentation and asylum decisions”

In existing point 2, delete all after “respected”

In point B, delete “Europe” and insert “(the International Lesbian, Gay, Bisexual, Trans and Intersex Association)”

Add new point:

- “D. Encourage regions and branches to support and promote the work of UKLGIG”

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 37.2

In the second paragraph, sentence starting with ‘Recognition of LGBT asylum claims’, delete ‘genuine’; after ‘back to’, delete remainder of sentence and replace with ‘countries where they face persecution based on sexual orientation, gender identity or gender expression’.

Insert new fourth paragraph:

“This conference also condemns the harsh treatment that asylum seekers receive while in detention in places like Yarl's Wood, such as being restrained, medicated, subjected to homophobic, biphobic or transphobic abuse and in some cases inappropriate sexual propositioning by guards. These practices are not in line with current equality, mental health or human rights legislation in the United Kingdom.”

Add new action point D:

- “D. Encourage members to support the closure of Yarl's Wood by signing up to the ‘Close Yarl's Wood and end the detention of women who seek asylum’ petition on Change.org, asking branch, regional LGBT groups and community based organisations to promote the petition.”

Black LGBT members' caucus

38. LGBT AND SEX WORKER ORGANISING AND THE FIGHT AGAINST HIV

Conference recalls that 2010 Lesbian, Gay, Bisexual and Transgender (LGBT) Conference adopted the resolution “Protecting sex workers and tackling prostitution” which recognized there are divergent views within the LGBT group on the issue of criminalising those who purchase sex acts and acknowledged “a need for continuing dialogue, especially where these issues affect men and trans people who are sex workers.”

Conference further recalls that the resolution “LGBT and sex worker organising and the fight against HIV” adopted by 2013 Conference noted that the Global Commission on HIV (Human Immunodeficiency Virus) and the Law’s 2012 landmark report “HIV and the Law: Risks, Rights & Health” presented compelling evidence that laws that protect human rights strengthen AIDS (Acquired Immunodeficiency Syndrome) responses, and that over 80 countries had initiated follow-up action. The resolution recognised that this and a number of other significant developments internationally had strengthened links, particularly in Africa, Asia and Latin America, between LGBT organising, sex worker organising and the fight against HIV. It called for the national LGBT committee and National Executive Council to facilitate the dialogue that had been called for in the 2010 resolution, with a view to reviewing and advancing UNISON policy in this area.

Conference notes that there have since been further significant developments including that:

1. From early 2014, Amnesty International engaged in a global consultation on a proposal to adopt a formal policy in support of the decriminalisation of sex work;
2. Amnesty UK’s 2014 annual general meeting carried a motion in support of Amnesty International adopting a policy position supporting the decriminalisation of activities related to the buying or selling of consensual sex between adults;
3. The World Health Organisation issued guidelines in 2014 for helping to prevent the spread of HIV in the most-at-risk populations, including men who have sex with men, sex workers, and transgender people, which recommend that countries decriminalise same sex behaviours, non-conforming gender identities and sex work;
4. The Melbourne Declaration from the 2014 International AIDS Conference affirmed that “non-discrimination is fundamental to an evidence-based, rights-based and gender transformative response to HIV and effective public health programmes” and stated that “people who sell or have sold sex” are “entitled to the same rights as everyone else, including non-discrimination and confidentiality in access to HIV care and treatment services”.

Conference therefore instructs the national LGBT committee to work to facilitate the dialogue that the 2010 resolution recognized as being needed and to raise these

issues with the National Executive Council, with a view to reviewing and advancing UNISON policy in this area, and to:

- A. Offer solidarity to international groups working to organise sex workers where this is linked with the fight against HIV and for LGBT rights;
- B. Publicise, within UNISON, the link between sex workers organising internationally and improving health and social justice for people living with HIV and LGBT people.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

Amendment 38.1

Insert new fourth paragraph:

“Conference further notes that Amnesty International’s decision making forum, the International Council Meeting (ICM), voted in August to adopt a policy to protect the human rights of sex workers and to advocate for the decriminalisation of sex work. The large number of organisations signing the Open Statement of Support for Amnesty International’s Draft Policy on Decriminalisation of Sex Work, submitted to Amnesty prior to the ICM, included sex worker rights, anti-trafficking, LGBT rights, women’s rights, feminist, HIV/AIDS, human rights and migrants’ rights organisations. Transgender Europe supported the statement and strongly encouraged support for the petition calling on the International Council to “stand firm and support decriminalisation of sex work and protect the human rights of sex workers”

Add new point C:

“C. Report back to the 2016 LGBT Conference”

Lambeth branch LGBT group

MOTIONS SUBMITTED BY BLACK LGBT MEMBERS’ CAUCUS

39. AFTER THE GENERAL ELECTION...

Conference notes that the Conservative Party’s success at the general and local elections on May 7th created further threats to public services, trade union rights and Black and lesbian, gay, bisexual and transgender (LGBT) members’ jobs and standard of living.

Conference remembers that the previous Conservative led government pursued a range of savage policies resulting in:

1. Tens of thousands of UNISON members losing their job;
2. Cuts in pay, terms and conditions of employment;
3. Attacks in trade union rights and facilities agreement;
4. Introduction of employment tribunal fees;
5. Reduction of public services provided to LGBT and Black communities;
6. Reduction in compensation payments for workplace discrimination;
7. Dilution of the equality duty; and,
8. The slashing the budget of the Equality and Human Rights Commission.

The new Conservative majority government has made it clear they will continue their policies and have announced plans to:

- A. Implement further massive cuts to public services and public service jobs – with nearly one million more job cuts anticipated before 2020 regardless of the consequences on the services relied on by Black LGBT, women, disabled people, young workers and retired people;
- B. Continue with the policy of pay restraint which has resulted in the average public service employee now being more than £2000 a year worse off than they were in 2010;
- C. Further restrict workers' ability to participate in lawful industrial action;
- D. Reduce trade union facility time and remove deductions of contributions at source (DOCAS) across the public sector;
- E. Cut £12 billion from welfare and freeze most working age benefits (e.g. tax credits) until 2018.

Conference believes that the whole of UNISON including the LGBT members' self organised group (SOG) must do everything possible to develop organising, negotiating and campaigning strategies to fight the Conservatives' plans.

Conference therefore calls on the national LGBT committee to:

- I. Participate in any review that looks at the union's strategies for the next 5 years to ensure that they are responsive to the needs of LGBT members and harness the potential of the LGBT members SOG at national, regional and branch level;

- II. Produce a guide to political campaigning for regional and branch LGBT members groups with specific ideas of what they can do in their local areas to mobilise LGBT members;
- III. Contact the other national SOG Committees and the National Young Members Forum and explore the possibility of a shared political strategy;
- IV. Use every edition of Out in UNISON to raise political awareness of LGBT members of the impact of the government and how they can fight it. This should include timely reminders about registering to vote and voting for the political party most able to defend public services;
- V. Seek to develop a joint work programme with UNISON Labour Link on a programme aimed at increasing the number of LGBT Labour candidates in local, national, devolved administration and European elections.

Black LGBT members' caucus

40. BLACK LGBT PEOPLE AND DOMESTIC VIOLENCE

Conference notes the pilot by Broken Rainbow for a social response to lesbian, gay, bisexual and transgender (LGBT) domestic violence which has been shortlisted for a National Diversity Award in August 2015. We need to encourage the inclusion of Black LGBT experiences of domestic violence and the services they access, due to the nature of the issues that particularly affect Black communities such as honour-based violence, female genital mutilation (FGM) and forced marriages.

Conference calls on the national LGBT committee to:

- 1. Promote the work of organisations such as Broken Rainbow and Iranian and Kurdish Women's Rights Organisation (IKWRO) that provides advice and support to Middle Eastern women and girls in the UK who are facing 'honour' based violence, domestic abuse, forced marriage or FGM;
- 2. Encourage Black LGBT members to become fully engaged and represented in Broken Rainbow's pilot;
- 3. Work with branch and regional LGBT groups to promote domestic violence services that support the needs of Black LGBT people.

Black LGBT members' caucus

MOTIONS SUBMITTED BY DISABLED LGBT MEMBERS' CAUCUS

41. SOCIAL MODEL OF DISABILITY

Conference notes that the social model of disability is crucial to ensuring that our disabled lesbian, gay, bisexual and transgender (LGBT) members are able to participate within the union and the LGBT self organised group at branch level, regionally and nationally.

Conference believes, however, that there can be a lack of understanding and awareness of what the social model of disability is.

UNISON supports the social model of disability and believes the way society is organised creates barriers to inclusion and prevents disabled people from taking an equal part in life. Physical, organisational and attitudinal barriers prevent disabled people from gaining equal access to information, education, employment, public transport, housing and social/recreational opportunities. The social model looks at ways of removing the barriers and changing attitudes.

Conference calls on the national LGBT committee to:

1. Publicise information on the social model of disability to LGBT members;
2. Encourage regional and branch LGBT groups to raise the social model of disability as a workplace and negotiating issue;
3. Carry out a review of disabled LGBT members participation in the LGBT self organised group to identify whether they are experiencing any barriers and how these can be overcome;
4. Report back to 2017 LGBT conference.

Disabled LGBT members' caucus

42. ACCESS TO WORK

Conference notes that Access To Work funding is a vital tool in enabling disabled people gain employment and stay in work. This fund allows employees to defray additional employment costs that arise as a result of their disability. These include, but are not limited to, services such as British Sign Language (BSL) interpreters, specialist adaptations to your workplace, specialist equipment or the costs of taxis in order to get to work.

From October 1st 2015, awards made to people will be capped to £40,800 per annum. Prior to this date, awards were made dependant to the person's needs. This will put people in a difficult position when trying to stay in work. This may include not being able to continue to work with an interpreter who you have

developed a relationship with or risk working with someone who is homophobic, biphobic or transphobic.

In 2014, the Papworth Trust conducted research that showed that the pay gap between disabled and non-disabled people has widened by a third since 2010 and that disabled people are much more likely to live in poverty than non-disabled people. Lesbian, gay, bisexual and transgender (LGBT) disabled people face increased barriers to obtaining and keeping employment.

Even people who qualify for an Access To Work grant find that the support can be lacking. Anecdotally, when people face problems with adapted workstations, they are told that their employers would need to meet the costs of maintaining those workstations and this could lead to a break down in working relationships.

Conference calls on the national LGBT committee to:

1. Work with the National Disabled Members Committee where appropriate to promote resources to disabled LGBT members to stay in work;
2. Publicise the cuts in Access To Work and work with appropriate bodies to ensure the rights of disabled LGBT people are not cut further.

Disabled LGBT members' caucus

43. HIV AND THE AGEING POPULATION

Conference welcomes the advances made in the treatment of the Human Immunodeficiency Virus (HIV) and the consequent increase in life expectancy of those living with HIV so that they are now expected to have a normal life span.

This has exposed a whole set of new challenges for the HIV+ community as they face the physical and social aspects of advancing age. Many people in the lesbian, gay, bisexual and transgender (LGBT) community have been helped by the services provided by the National Health Service (NHS) and voluntary sector groups for support in living with HIV, support which is always under threat of funding cuts.

Much of this support has been targeted and specialised, with providers having knowledge and awareness of the issues and needs facing people living with HIV. However, Conference is concerned that, as the ageing HIV+ population seek to access wider social care, providers may lack understanding of or empathy with their needs.

The ageing HIV+ population are finding themselves facing once again questions of disclosure and confidentiality of their status, and fears of stigma, ignorance and misunderstanding of their condition, as they find themselves increasingly having to access general practitioner (GP) and home and residential care services.

UNISON has longstanding policies in favour of integration of health and social care, funded from taxation and free at the point of need, but conference considers that unless equality objectives are effectively addressed, there is a risk that old prejudices against HIV+ people could be revived.

Conference therefore calls upon the National LGBT Committee to work with the National Executive Council, the National Retired Members Committee, the National Disabled Members Committee, other self organised groups and relevant service group executives to call for:

1. The needs of older people living with HIV to be included in training for staff who assess or undertake social care;
2. These issues to be included in discussions on the integration of health and social care;
3. The maintenance of resources for peer support networks, and
4. Dialogue between groups working with older people and those living with HIV.

Disabled LGBT members' caucus

44. DISABLED LGBT MEMBERS' CAUCUS DEVELOPMENT

Conference believes that the lesbian, gay, bisexual and transgender (LGBT) self organised group is an exemplar of fair representation when it comes to structure and reserved seats for disabled LGBT members on national and regional LGBT committees, while recognising that still in 2015 disabled members face barriers to participation in all aspects of society.

Conference, however, notes that despite this, regional LGBT groups report low attendance from members who may identify with one of the caucus groups and caucus development at regional level appears sporadic.

Conference calls on the National LGBT Committee, working with the respective national caucuses within our self-organised group, to:

1. Produce guidance on effective caucus development at regional level;
2. Publicise good practice where there has been successful work carried out at regional level to develop caucuses.

Disabled LGBT members' caucus

MOTIONS TO NATIONAL CONFERENCE 2016

NDC 1. MY UNION, YOUR UNION, OUR UNION: ENCOURAGING ENGAGEMENT

Conference notes that UNISON members are facing unprecedented attacks and challenges including to our pay, terms and conditions, benefits and living standards. Meanwhile we are expected to do more for less, covering unfilled and deleted posts, while services we rely on disappear and housing costs spiral.

At a time when workers need their union more than ever, the hostile Tory government has made strenuous efforts to attack and undermine our right to represent our members and effectively negotiate on their behalf. This includes attacks on facility time, on our right to take industrial action and on the union's ability to communicate with and collect subs from our members. Despite the complete lack of evidence of any 'problem' to justify these attacks, the Tories are waging a clever propaganda war, aimed at making people feeling isolated and weak. They want us to believe that we are not 'worth it', but we're not buying it.

Conference believes that the only response to this onslaught is to redouble our recruiting and organising efforts, bringing together the best of our tried and tested and our newer strategies. We must continue to emphasise the collective nature of our movement and our demands, but at the same time we must engage directly with individual members and potential members.

Conference welcomes the proven potential of our equality organising, including self-organisation, young members organisation and migrant workers networks, and of community campaigning. Amongst other benefits, these can bring a collective union identity to members in isolated and fragmented workplaces. For example, over the last twelve months, lesbian, gay, bisexual and transgender (LGBT) members have been staffing stalls at community events across the United Kingdom, engaging with existing members, encouraging activism and recruiting new members. Conference reaffirms its belief that "like recruits like".

Conference acknowledges that one single way of spreading our messages will not reach all of our intended audiences. As workforces are increasingly fragmented and attacks on facility time bite, workplace union meetings are harder to organise and in some workplaces are non-existent. We need to engage with our members and potential members one to one, outside the workplace as well as in work, and online as well as face to face. We must continue and expand our use of the website, social media and other online tools, such as the UNISON app, Organising Space and Team UNISON – the online skills bank.

However, conference notes that these can only be effective if members are signed up and using them, keeping their contact information up to date. Correct membership information is also crucial because hostile governments and employers seek to exploit out of date membership data to challenge the validity of industrial action ballots.

Conference therefore welcomes the introduction and promotion of confidential sexual orientation and gender history monitoring on UNISON's membership database, the RMS, via members' personal point of access - My UNISON. While monitoring in isolation does not equal change, its introduction as part of UNISON's well developed LGBT equality work sends a clear signal that the union takes its LGBT members and LGBT equality seriously. This builds on the anonymous monitoring of LGBT participation in UNISON structures, conferences and activities, such as training, that has been practiced for a number of years. This expansion of My UNISON can encourage members to update other fields on the database where data is incorrect or missing, including ethnic origin, contact details and subs information, protecting our union from hostile attacks.

Conference calls on the NEC to:

1. Continue to advertise and promote engagement with My UNISON, encouraging members to update their personal information, including completing the new sexual orientation and gender history fields;
2. Further develop the use of web-based tools to assist with our recruiting and organising objectives, including UNISON's app, the Organising Space and the online skills bank, to engage new members and encourage existing members to become active;
3. Publicise and promote examples of good practice in equality and community organising which have led to recruitment and engagement;
4. Encourage branches, regions and service groups to involve self-organised and young members groups and migrant workers networks in developing and implementing recruitment and organising strategies.

National LGBT committee

NDC 2. DEFENDING OUR HUMAN RIGHTS AND EQUALITY PROTECTIONS

Conference condemns the Tory Government's sustained attack on the rights of public service unions and workers - rights guaranteed under International Labour Organisation (ILO) conventions. The undermining of the rights of trade unionists violates civil liberties and human rights including the freedom of association and assembly.

Conference is therefore not surprised but is appalled that the Conservatives are intending to repeal the Human Rights Act (HRA) and replace it with a 'British Bill of Rights'. This, like the Trade Union Bill, is an ideological attack on our rights and freedoms. Workers rights and human rights are inseparable. We had to fight to win them, and now we must fight to defend them.

Conference recognises the important role that the HRA plays in organising, bargaining and negotiating on behalf of trade union members, for example:

Article 8: right to respect for private and family life - has been used successfully to recognise rights for lesbian, gay, bisexual and transgender (LGBT) people;

Article 11: freedom of assembly and association - this specifically states 'Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests'. This article has been used successfully in the past by trade unions to expel British National Party members. It also enables us to join peaceful protests and participate in pride marches;

The Tories argue that a British Bill of Rights will ensure that the European Court of Human Rights (ECtHR) will no longer be able to overrule judgements made in British courts and will make "the Supreme Court supreme". However, for LGBT people, it has been necessary to use the ECtHR to win equality including decriminalisation of homosexuality, the right to marry, gender recognition and the right to be treated equally at work.

Shami Chakrabarti, director of human rights group Liberty, told the Daily Mirror that the proposal to scrap the HRA "is the gravest threat to freedom in Britain since the Second World War." Some rights may be limited and could be overturned such as the right to privacy or family life and appealing to the ECtHR would be lengthy and difficult.

Conference calls on the National Executive Council to:

1. Continue to promote understanding and use of human rights as an essential principle in defending the rights of our members and a vital tool for trade unionists and groups facing discrimination to challenge inequality and injustice;
2. Work with appropriate structures of the union, including the self organised groups, General Political Fund and Labour Link, to campaign against the repeal of the HRA;
3. Support Liberty's campaign to defend the HRA;
4. Publicise information on the relevance of the HRA to trade unions, employment and equality.

National LGBT committee

AMENDMENTS TO STANDING ORDERS AND MOTIONS NOT ADMITTED TO THE AGENDA

AMENDMENT TO STANDING ORDER 3.1

In SO 3.1 after 'Transgender Committee' delete 'and' and replace with a comma; at the end after 'Forum' delete full stop and insert 'and the National Retired Members' Organisation.'

East midlands region LGBT group

This amendment to standing orders has been ruled out of order as it would require a rule change.

AMENDMENT TO STANDING ORDER 3.1

In SO 3.1 after 'Transgender Committee' delete 'and' and replace with a comma; at the end after 'Forum' delete full stop and insert 'and the National Retired Members' Organisation.'

Leicestershire county branch LGBT group

This amendment to standing orders has been ruled out of order as it would require a rule change.

AMENDMENT TO STANDING ORDER 3.3.1

After 'moved by a' delete 'representative of the group' and insert 'a delegate from the submitting branch or regional group'

Lancashire police branch LGBT group

This amendment to standing orders has been ruled out of order as it contradicts the existing standing order 3.1.

AMENDMENT TO STANDING ORDER 3.3.2

Delete 'In the absence of a representative of the group, the motion or amendment may be moved by another member' and insert 'In the absence of a delegate of the submitting branch or regional group, the motion or amendment may be moved by another delegate from the same region as the submitting body'

Lancashire police branch LGBT group

This amendment to standing orders has been ruled out of order as a consequence of the amendment to standing order 3.3.1 being ruled out of order.

BI NOT BINARY

Conference notes the myths and prejudice that surround bisexuality and bisexual people and how this impacts on people's working lives.

Conference believes that this is partly based on the dominant perception that gender identity and sexual orientation are binaries – woman or man; same sex attraction or opposite sex attraction. This leads to the non-inclusive description of bisexual people as those who are attracted to people of both the opposite sex and the same sex.

Conference notes the importance of language in shaping attitudes and perceptions and creating a culture of respect and inclusion.

Conference welcomes:

1. UNISON's description of bisexual people as those who feel attraction to more than one gender;
2. The work to date looking at how to make our lesbian, gay, bisexual and transgender (LGBT) groups, our bargaining advice and organising and campaigning resources as inclusive as possible.

Conference calls on the national LGBT committee, working with the national LGBT networks and caucuses, to continue this work. Conference calls on regional and branch groups and individual members to engage with this process, highlight and share where possible areas of good practice and incorporate this into their own activities, communications and publications.

Conference further calls on the national LGBT committee to raise these issues with the national executive council, other national self-organised group committees and national young members' forum, seeking views and promoting inclusion.

Bisexual members' caucus

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

FIRST PAST THE POST: AN LGBT ISSUE

Conference believes the current First Past the Post (FPTP) electoral system is undemocratic and actively contributes to inequality within the United Kingdom.

FPTP forces the electorate to engage in a biased process where votes bear little relation to seats awarded in parliament, unfairly penalising smaller parties, encouraging tactical voting, and providing a geographically skewed voting system.

FPTP first came into widespread use for Westminster elections in 1884-1885, and is no longer fit for our country. One of the main cases for FPTP is that it can provide a strong majority and a single party government, which it has failed to do in recent history.

Conference recognises that the unfair disadvantage to smaller political parties can contribute directly to lesbian, gay, bisexual and transgender (LGBT) inequality, and other inequalities. Where some smaller parties are embracing grass roots activism and showing commitment to LGBT causes, they are attracting large followings, such as the heavily documented 'Green Surge' - a significant proportion of which are LGBT or LGBT ally voters.

In the recent election the Green Party received over 1 million votes yet have only one Member of Parliament (MP) in parliament, whereas the Conservative Party was rewarded with one MP for every 34,348 votes cast in their favour. This means that the Green Party required approximately thirty times more votes per MP in parliament. FPTP does also put United Kingdom Independence Party (UKIP) at a disadvantage, but democracy demands that UKIP votes ought to mean the same as those for other parties.

Whilst Labour does benefit from FPTP, the Scottish National Party (SNP) who would not have received as many MPs in the recent election still have come out in favour of an alternative to FPTP: proportional representation.

In the current system votes for smaller parties supporting LGBT rights do not carry the weight that votes for larger political parties do, those who are currently pushing an agenda of 'austerity' which will adversely affect LGBT citizens and others with protected characteristics.

Conference calls upon the national executive council and Labour Link to:

1. Support initiatives and campaigns to introduce alternatives to FPTP, such as proportional representation, including those stemming from grassroots activism;
2. Provide branches with the information and resources to educate union members about the FPTP system, and more generally the voting system at large;
3. Foster links with grassroots and smaller political parties (whilst maintaining our links with the Labour party) who are currently fighting FPTP;
4. Liaise with regional and branch groups to start a discussion about the relative merits of FPTP, in particular for LGBT equality;

5. Call on the Labour party to support alternatives to FPTP, and to recognise the advantages a fairer more democratic system would bring to the political arena and to the populace at large.

University of Bristol branch LGBT group

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

PEOPLE'S ASSEMBLY LGBT GROUP

Conference notes:

1. The election of a majority Conservative Government on the 7th May 2015;
2. The announcement in the budget on the 8th July of attacks on welfare which will affect;
 - A. Young people's access to housing benefit, benefits to live on etc.
 - B. Women - particularly the withdrawal of Family Tax credits from low income parents.
3. Women are more likely to be affected by cuts in welfare and public services.

Conference further notes:

- I. The existence of the People's Assembly as the main campaign group against austerity;
- II. The successful demonstrations on June 20th in London and Glasgow against austerity;
- III. The lack of a lesbian, gay, bisexual and transgender (LGBT) group within the People's Assembly.

Conference resolves to:

- a. Work with the People's Assembly and other LGBT trade union groups to launch a People's Assembly LGBT group;
- b. Liaise with the other trade union LGBT groups and the People's Assembly over the possibility of a conference to highlight the effects of austerity on LGBT people and the wider LGBT community.

West Midlands region LGBT group

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

SOCIAL CARE FOR YOUNG PEOPLE

Conference is concerned that health services for the whole community are under sustained attack from wave after wave of austerity cuts.

There is growing alarm at the impact of cuts to mental health services for vulnerable children and young people. A recent annual poll of head teachers The Key (2015) found 67% cited mental health as the top concern for the safety and wellbeing of children. It has grown from 14% last year.

The charity Young Minds reported being deeply worried about chronic underfunding by the Coalition government which cut children's mental health services year on year when it came into power. Spending on children's mental health services fell by 6% since 2010, equivalent to £50 million. As a result children, frightened and suffering with acute mental health needs are locked up in police cells and treated on adult psychiatric wards because there are no appropriate services. Children's mental health services are in national crisis with tragic consequences.

Nearly half the councils in England have frozen their budgets for children and young people 2011 – 2015. Young Minds refers to this as the 'double whammy' that vulnerable children face as both NHS and local authority services are cut. The biggest reduction was at Birmingham City Council, from just above £2.3m in 2010/11 to £125,000 in 2014/15, a drop of 94%. Now the first Conservative government for 26 years promises more of the same and worse as it imposes £20bn of cuts to services while handing out tax giveaways to the wealthiest.

Children and young people who identify as LGBT are especially vulnerable due to the discrimination and prejudice they face. A recent report found more than half LGB pupils are more likely to experience direct bullying and 96% hear homophobic language. Lesbian, gay, bisexual, trans, queer and questioning young people suffer increased rates of depression, self-harm, anxiety and suicidal thoughts than their straight and non-trans peers. They are likely to experience name calling, harassment or threats and intimidation and physical assault.

Conference notes that there is a lack of services aimed specifically at the mental health and sexual health needs of LGBT children and young people. There are examples of support that works Leicester LGBT Community strategy 2005 targeted support for the 'isolation years' between 11 (when many children become aware of their sexual orientation) and 15 -16 when support and information is crucial.

In 2003, a young people in Dumfries (Phoenix LGBT Youth) used the Universal Declaration of Human Rights to try to understand what their rights were and how they were being withheld from them by discrimination, prejudice, lack of services and

lack of knowledge about their lives. This resulted in the development of a LGBT charter of rights in Scotland.

Conference notes that:

There is a lack of sex and relationships education for support for all young LGBTI people. Reports show that a whole generation of young gay and bisexual men are being failed. A recent survey (National Aids Trust) found that at a time when HIV diagnoses among young gay and bisexual men 15-24 has doubled over the last 10 years, three quarters don't receive any information about same sex relationships. Conference calls on the National LGBT committee to:

1. Intensify campaigning about the impact of austerity cuts on mental health and sexual health services and support for LGBT children and young people.
2. Ensure that the issue of mental health and support services for LGBT people, especially young people is at the heart of anti-austerity campaigns throughout the regions and branches.
3. Campaign for compulsory inclusive Sex and Relationships Education in schools in England, covering same sex relationships and HIV knowledge.
4. Support and encourage branches and regions to link with and support organisations and local campaigns working to build LGBT mental health and sexual health services for children and young people.
5. Build on the work achieved by LGBT Youth Scotland in developing their LGBT Charter demanding and campaigning for equality and inclusion especially in social and health issues.
6. Encourage regions and branches to map local LGBT mental health and sexual health services so that we can gain a clearer understanding of the support that needs to be provided.
7. Work with trade union groups and other organisations e.g. the NEC, the TUC, self-organised groups and young members groups, Stonewall, Schools Out and other national campaigns.

Birmingham Branch LGBT Group

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

REPEAL OF THE HUMAN RIGHTS ACT

The Human Rights Act 1998 (HRA) came into force in the United Kingdom (UK) in October 2000. It has the effect of codifying the protections in the European Convention on Human Rights into UK law. The HRA made possible some major wins

for lesbian, gay, bisexual and transgender (LGBT) rights in the UK. This has meant, among other things, that individuals have been able to take human rights cases to domestic courts; they no longer have had to go to Strasbourg to argue their case in the European Court of Human Rights (ECHR).

All public bodies such as courts, police, local government, hospitals, publicly funded schools, academies and other bodies carrying out public functions have to comply with the convention and respect human rights in their decisions and actions. This means that ordinary people can hold the State to account for abuse, mistreatment and negligence.

Under the HRA, Britain's courts are only required to 'take account' of the ECHR judgments, not follow them. British courts regularly depart from Strasbourg jurisprudence to take account of UK laws, traditions and customs, and the Supreme Court is already the ultimate arbiter of human rights cases in the UK. In fact, when the Human Rights Bill was passing through Parliament, the Conservatives tried to amend it to say British Courts should be bound by Strasbourg - a proposal rejected by Parliament. A mere few decades later the same Conservatives are recommending a British Bill of Rights – Northern Ireland and Scotland Assemblies are opposed to this recommendation.

Under the Bill, people will still be able to take claims to Strasbourg once domestic litigation is exhausted, however, if our HRA is scrapped, there will likely be an increase in cases going there. This will result in more anti-European press.

Conference, we believe the repeal plans are a thinly veiled attempt to encourage xenophobia and English Nationalism. The scrapping of the HRA to be replaced by a bill of 'English' rights is an attempt by Government ministers to hand itself the right to end the universality of human rights in the UK, to choose when and to whom they apply. The message to the world suggests that UK leaders are happy to put limits on human rights dictating who will be deserving, and who will not.

A British Bill of Rights and Responsibilities will diminish the rights of everyone in the UK, and the most vulnerable will suffer most.

Conference calls on the national LGBT committee to work with other areas of the union to:

1. Promote the importance of standing together for human rights;
2. Consider joining and supporting appropriate campaigns seeking to protect the HRA;
3. Publicise information about the HRA - making it clear what human rights are and how they work – especially for the LGBT community;

4. Engage with Labour Link to campaign with the Labour Party to oppose the changes.

South West region LGBT group

This motion has been ruled out of order as it contains a factual inaccuracy.



**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.