UNISON 2016 National Lesbian, Gay, Bisexual and Transgender Conference

Conference agenda and guide

18 – 20 November 2016

Venue Cymru
Llandudno
LL30 1BB

#ULGBT16
Welcome

Welcome to UNISON’s 2016 national lesbian, gay, bisexual and transgender members conference, particularly to those of you attending for the first time.

We are facing with a hostile Westminster government and continuing public funding cuts. But we are up to the challenge! Our work for LGBT equality is more important than ever.

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

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

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

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

Stronger together in UNISON!
**CHECKLIST**

**What to bring with you:**

<table>
<thead>
<tr>
<th>Item</th>
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<tbody>
<tr>
<td>This conference guide (which includes final agenda and standing orders)</td>
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<tr>
<td>National LGBT committee annual report</td>
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<tr>
<td>Conference credentials and passport photo</td>
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<tr>
<td>Voting card (delegates only)</td>
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<tr>
<td>Accommodation booking confirmation</td>
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**What to do when you arrive at conference**

<table>
<thead>
<tr>
<th>Task</th>
<th>Tick</th>
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<tbody>
<tr>
<td>Collect ballot pack from conference enquiry desk (delegates only)</td>
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<tr>
<td>Sign up for the discussion groups on Saturday afternoon (delegates and visitors)</td>
<td></td>
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<tr>
<td>Come to the meet and greet, talk to the national committee and get information on Llandudno and social events</td>
<td></td>
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<tr>
<td>Find your regional meeting – time and room on page 10 of this guide</td>
<td></td>
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<tr>
<td>Find your service group meeting – time and room on page 11 of this guide</td>
<td></td>
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<tr>
<th>Region</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
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<tbody>
<tr>
<td>Eastern region</td>
<td>Asha Wolfe-Robinson</td>
<td>East Midlands region</td>
<td>East Midlands region</td>
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<tr>
<td></td>
<td></td>
<td>Eduardo Morgado</td>
<td>Sean Bowler</td>
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<tr>
<td>Greater London region</td>
<td>Deirdre Costigan</td>
<td>Greater London region</td>
<td>Northern region</td>
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<tr>
<td></td>
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<td>Jackie Lewis</td>
<td>Carrie Pearson-Loughlin</td>
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<tr>
<td>Northern region</td>
<td>Liam Cruickshank</td>
<td>North West region</td>
<td>North West region</td>
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<td></td>
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<td>Eileen Best</td>
<td>John McSwiggan</td>
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<tr>
<td>Region</td>
<td>Name</td>
<td>(and co-chair)</td>
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<tr>
<td>Scotland</td>
<td>Elaine Duffy</td>
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<tr>
<td>Scotland</td>
<td>David Calderwood</td>
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<tr>
<td>South East region</td>
<td>Thomas Johnson-Kirkland</td>
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<tr>
<td>South West region</td>
<td>Mark Kelly</td>
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<tr>
<td></td>
<td>(and co-chair)</td>
<td>Darienne Flemington</td>
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<tr>
<td>Cymru / Wales region</td>
<td>Richard Tanswell</td>
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<tr>
<td>Cymru / Wales region</td>
<td>Anne-Marie Stockham</td>
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<tr>
<td>West Midlands region</td>
<td>Jennie Antonio</td>
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<td>Yorkshire &amp; Humberside</td>
<td>Angelique Dennys</td>
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<td>Region</td>
<td>Caucus</td>
<td>Name</td>
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<tr>
<td>Yorkshire &amp; Humberside</td>
<td>Black Caucus</td>
<td>Mike Austin</td>
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<td></td>
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<td>Dettie Gould</td>
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<td>Jaden Biggs</td>
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<tr>
<td>Black Caucus</td>
<td>Anu Prashar</td>
<td>Bev Miller</td>
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<td></td>
<td>Kaz Williams</td>
<td>Louise Ashworth</td>
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<td>Katrina Gilman</td>
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<tr>
<td>Caucus</td>
<td>Member</td>
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<tr>
<td>Disabled Caucus</td>
<td>Neil Smyth</td>
<td>Bi Caucus</td>
<td>Bi Caucus</td>
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<td></td>
<td></td>
<td>Jade Armstrong</td>
<td>Natalie Roberts</td>
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<tr>
<td>Bi Caucus</td>
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<tr>
<td>(and co-chair)</td>
<td>Dave Merchant</td>
<td>Trans Caucus</td>
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<td></td>
<td></td>
<td>Trans Caucus</td>
<td>Phillippa Scrafton</td>
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<tr>
<td>Trans Caucus</td>
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<tr>
<td>(and co-chair)</td>
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### UNISON LGBT conference programme

**Friday 18 November**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.30 onwards</td>
<td>National LGBT committee and Cymru / Wales meet and greet delegates as they arrive  &lt;br&gt; Add your LGBT information to UNISON membership database  &lt;br&gt; Drop-in advice on setting up a branch LGBT group</td>
<td>Conference Atrium</td>
</tr>
<tr>
<td>1.30 – 4.00</td>
<td>LGBT DVD room</td>
<td>Lecture Theatre</td>
</tr>
<tr>
<td>1.30 – 2.00</td>
<td>Young members’ meeting</td>
<td>Harlech</td>
</tr>
<tr>
<td>1.30 – 2.00</td>
<td>Involving retired members in LGBT self organisation</td>
<td>Arcadia</td>
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<tr>
<td>2.00 – 2.25</td>
<td>Transgender members meeting</td>
<td>Deganwy</td>
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<tr>
<td>2.30 – 2.55</td>
<td>Bisexual members meeting</td>
<td>Harlech</td>
</tr>
<tr>
<td>3.00 – 3.35</td>
<td>Disabled LGBT members meeting</td>
<td>Arcadia</td>
</tr>
<tr>
<td>3.40 – 4.10</td>
<td>Meeting for Labour Link members (for members who pay Labour Link levy)</td>
<td>Deganwy</td>
</tr>
<tr>
<td>3.40 – 4.10</td>
<td>Introduction to conference procedures  &lt;br&gt; (repeats Saturday 9.15am)</td>
<td>Arena</td>
</tr>
<tr>
<td>4.15 – 5.00</td>
<td>Regional meetings – first session  &lt;br&gt; Cymru / Wales  &lt;br&gt; East Midlands  &lt;br&gt; Northern  &lt;br&gt; North West  &lt;br&gt; West Midlands  &lt;br&gt; Yorkshire &amp; Humberside</td>
<td>Crafnant  &lt;br&gt; Arcadia  &lt;br&gt; Lecture Theatre  &lt;br&gt; Deganwy  &lt;br&gt; St David’s  &lt;br&gt; Harlech</td>
</tr>
<tr>
<td>5.05 – 5.50</td>
<td>Regional meetings – second session  &lt;br&gt; Eastern  &lt;br&gt; Greater London  &lt;br&gt; Northern Ireland  &lt;br&gt; Scotland  &lt;br&gt; South East  &lt;br&gt; South West</td>
<td>St David’s  &lt;br&gt; Deganwy  &lt;br&gt; Lecture Theatre  &lt;br&gt; Harlech  &lt;br&gt; Crafnant  &lt;br&gt; Arcadia</td>
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<tr>
<td>Time</td>
<td>Session</td>
<td>Location</td>
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<tr>
<td>6.00 – 7.15</td>
<td>Service group meetings</td>
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<td></td>
<td>Local Government</td>
<td>Arena</td>
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<tr>
<td></td>
<td>Health</td>
<td>Deganwy</td>
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<td></td>
<td>Education services meeting (for all members who work in education)</td>
<td>Arcadia</td>
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<tr>
<td></td>
<td>Police and Justice</td>
<td>Crafnant</td>
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<tr>
<td></td>
<td>Energy, Water, Environment and Transport</td>
<td>Harlech</td>
</tr>
<tr>
<td></td>
<td>Community</td>
<td>Lecture theatre</td>
</tr>
<tr>
<td>7.15 – 8.15</td>
<td>Reception</td>
<td>Orme Suite</td>
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</table>

**Saturday 19 November**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.15</td>
<td>Introduction to conference procedures (repeat of Friday pm session)</td>
<td>Arena</td>
</tr>
</tbody>
</table>
| 9.45 – 12.45| OPENING OF CONFERENCE  
• Introduction and welcome  
• Remembrance  
• Election of tellers  
• Annual report co chairs introduction  
• Debate of motions  
• Keynote speaker | Arena         |
| 12.45 – 2.00| LUNCH BREAK                                                            |               |
| 12.45 – 2.00| LGBT DVD room                                                          | Lecture Theatre|
| 12.50 – 1.25| Bisexual members meeting                                                | Harlech       |
| 1.30 – 1.55| Black LGBT members meeting                                              | Deganwy       |
| 2.00 – 3.40| CONFERENCE SESSION  
• Debate of motions  
• Keynote speaker | Arena         |
### WORKSHOPS

Details on pages 13 - 14

- Finding and keeping LGBT activists
- Getting the best from employer networks and Stonewall’s Workplace Equality Index
- Gender: when does it matter? Women only workshop
- Gender: when does it matter? Open to all
- Intersex equality
- UNISON’s LGBT international work

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>3.45 – 5.00</td>
<td>Details on pages 13 - 14</td>
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<tr>
<td></td>
<td>• Finding and keeping LGBT activists</td>
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<tr>
<td></td>
<td>• Getting the best from employer networks and Stonewall’s Workplace Equality Index</td>
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<tr>
<td></td>
<td>• Gender: when does it matter? Women only workshop</td>
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<td></td>
<td>• Gender: when does it matter? Open to all</td>
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<td></td>
<td>• Intersex equality</td>
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<td>• UNISON’s LGBT international work</td>
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<td>Deganwy</td>
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<tr>
<td></td>
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<td>Harlech</td>
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<td>Crafnant</td>
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<td></td>
<td></td>
<td>Arcadia</td>
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<td></td>
<td></td>
<td>Lecture Theatre</td>
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<tr>
<td></td>
<td></td>
<td>St David’s</td>
</tr>
<tr>
<td>5.05 – 5.30</td>
<td>Transgender members meeting</td>
<td>Deganwy</td>
</tr>
<tr>
<td>5.35 – 6.00</td>
<td>Involving low paid and part time workers in LGBT self organisation</td>
<td>Harlech</td>
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</table>

### Sunday 20 November

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.15 – 1.20</td>
<td>Hustings for election of delegates to 2017 National Delegate Conference</td>
<td>Arena</td>
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<tr>
<td></td>
<td>Selection of motions for 2017 National Delegate Conference</td>
<td>Arena</td>
</tr>
<tr>
<td></td>
<td>Debate of motions</td>
<td>Arena</td>
</tr>
<tr>
<td></td>
<td>Closing ceremony</td>
<td>Arena</td>
</tr>
</tbody>
</table>
Conference workshops 3.45–5pm Saturday

All delegates, visitors and guests welcome to participate

**Finding and keeping LGBT activists**

There are many hundreds of UNISON LGBT activists. But we are spread across many more hundreds of workplaces and employers. People can feel isolated and there is a risk that members fall out of activism before they have barely started. This workshop will look at organising strategies to find and keep LGBT activists, so they feel supported and no-one is alone. It will include the launch of UNISON’s new online LGBT organising space.

**Getting the best from employer networks and Stonewall’s Workplace Equality Index**

More and more employers where UNISON organises are signing up to Stonewall’s WEI, with the ranking of the top 100 published annually. One of the markers for the index is employer or staff LGBT networks, which Stonewall promotes strongly. Many of our activists are involved in these networks and with Stonewall. This can be positive for us as UNISON but there are also pitfalls to avoid. This workshop will discuss both, so we can accentuate the positive.

**Gender: when does it matter? Women only workshop**

A look at our conference agenda shows a lot of interest in issues around gender. What is gender? How is thinking changing? How can we keep our language up to date? What does it mean for UNISON and for the workplace? We know we want equality and we want to combat sexism. We know that feminism is as important as ever. So when and how does gender matter and when should we move beyond it? This workshop is open to all who identify as women.

**Gender: when does it matter? Open to all**

A look at our conference agenda shows a lot of interest in issues around gender. What is gender? How is thinking changing? How can we keep our language up to date? What does it mean for UNISON and for the workplace? We know we want equality and we want to combat sexism. We know that feminism is as important as ever. So when and how does gender matter and when should we move beyond it? This workshop is open to all.

**Intersex equality**

There is growing awareness of the need to address workplace issues for people born with intersex bodies. There is also a lot of misunderstanding and confusion. This workshop will look at UNISON’s work to date on intersex equality and plans to take it forward. We will be joined by our conference guest speaker Ruth Baldacchino, who is programme officer for the first intersex human rights fund, at Astraea Lesbian Foundation for Justice, and who has been advising the UK intersex equality working group, of which UNISON is a member.
UNISON’s LGBT international work

Whether you are a seasoned internationalist or just beginning to find out about global LGBT equality, you are welcome in this workshop. It will start by hearing more about ILGA from conference guest speaker Ruth Baldacchino. UNISON has long been affiliated to ILGA, the international LGBTI association. Ruth is ILGA’s co-secretary general. The second part will look at some of our campaigns, such as No Pinkwashing, and how activists can get involved.
What’s it all about?

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

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

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

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

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

Members who pay into the UNISON Labour Link meet to elect the LGBT delegates to 2017 Labour Link and Labour party conferences. This year’s meeting is at 3.40pm on Friday.

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

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

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

The national LGBT conference and LGBT committee are a formal part of our union, dictated by UNISON rules. UNISON is made up of a number of such groupings of
members, called lay structures. They work together to fulfil the union’s priorities and objectives. A chart of the lay structures is overleaf. Each part of the structure works at branch, regional and national level. The LGBT group is one of four self-organised groups, the others being Black members, disabled members and women members. The self-organised groups work closely with the National Executive Council (NEC), the national young members forum and other national committees.

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

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

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

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

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

National Delegate Conference

Service Group Conferences

Self-Organised Group (SOG) Conferences

National Young Members Weekend

Retired Members Conference

National Executive Council

7 Service Group Executives


4 National SOG Committees

National Young Members Forum

National Retired Members Committee

12 Regional Councils and Committees

Includes Scotland, Northern Ireland and Cymru/Wales

Regional Service Group Committees

Regional SOG Committees

Regional Young Members Forums

Regional Retired Members Committees

Branches – members (allocated to 1 region and 1 service group)

Self organised groups: Black Members; disabled members; lesbian, gay, bisexual and transgender members; and women members

Other membership groups: young members and retired members
GUIDE TO CONFERENCE PROCEDURES

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

Motion without amendments:
1. The mover (delegate representing the group proposing the motion) speaks to the motion
2. Speakers are taken against and for the motion
3. After all the speakers are finished or after a successful move to close the debate, either by someone moving that ‘the question be put’ or moving ‘next business’ or on the advice of the chair, the mover of the motion has the right of reply
4. Vote

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

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

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

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

If you want to speak

• If you are moving a motion or speaking in the debate, please come to the front of the hall in good time. A row of seats is kept free for this purpose. Seats are reserved for those wishing to speak ‘for’ or ‘against’ the motion. A seat is also reserved for the delegate with the right of reply.

• When you go to the front of the hall to speak, show your delegate credentials to rostrum control.

• When you speak, give your name and the group you are representing, say which motion you are speaking about and whether you are moving, supporting or opposing it.

• Keep an eye on the lights. When the yellow light comes on you have one minute left. When the red light comes on you must stop.

• Offensive or discriminatory remarks will not be tolerated.

Raising a point of order

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

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

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

The conference chair will call you to speak.

Details of procedural motions are in Standing Order 11.

Seek remittal

The national LGBT committee announces its policy on motions in advance. ‘Seek remittal’ means that the national LGBT committee is asking conference not to vote
on the motion, but to refer the issues raised in the motion to the national LGBT committee for further clarification, elaboration or investigation.

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

In both cases conference makes the final decision.

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**Withdrawing motions / amendments**

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

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

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

---------------------------------------------------------------------------------------------------------------------------------

**Proposals for motions to other conferences**

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

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**Elections at conference**

During conference, there are elections to choose who will represent the national UNISON LGBT group at various conferences in 2017. They may also be ballots to decide which LGBT motions to submit to certain other UNISON conferences.

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

Nominations for delegates were sought in advance: the closing date was 23 September.

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

Details of candidates, with their election statements, will be included in ballot packs issued at conference. These can be collected from the conference enquiry desk and must be signed for. Details of when ballots close are included on the ballot papers.
Candidates for election to represent the group at next year’s national delegate conference are invited to make a short speech in support of their election at the beginning of the Sunday morning conference session. Service group conference candidates may also be asked to give hustings speeches in service group meetings.

<table>
<thead>
<tr>
<th>Ballot</th>
<th>Elected By</th>
<th>Nominees as at 23 September 2016</th>
</tr>
</thead>
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<tr>
<td>National delegate conference delegates (two, at least one woman)</td>
<td>All delegates</td>
<td>Jonai DaSilva, Katrina Gilman, Jackie Lewis and Bev Miller</td>
</tr>
<tr>
<td>LGBT conference standing orders committee (six, at least three women)</td>
<td>All delegates</td>
<td>Paul Fisher, Karl Whitehead-Ross and Sally Jacques</td>
</tr>
<tr>
<td>UNISON delegation to TUC LGBT Conference (four, including three women)</td>
<td>All delegates</td>
<td>Paul Amann, Jennie Antonio, Jaden Biggs, Andy Chaffer, Dave Merchant, Bev Miller, Sophie Robinson and Darryl Strawson</td>
</tr>
<tr>
<td>Community conference delegates (two, at least one woman)</td>
<td>Community delegates</td>
<td>Paul Amann, Darryl Strawson and Raluca Vetor</td>
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<td>Energy conference delegates (two, at least one woman)</td>
<td>Energy delegates</td>
<td></td>
</tr>
<tr>
<td>Health conference delegates (two, at least one woman)</td>
<td>Health delegates</td>
<td>Jonai DaSilva and Frances Fenton</td>
</tr>
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<td>Higher education conference delegates (two, at least one woman)</td>
<td>Higher education delegates</td>
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</tr>
<tr>
<td>Local government conference delegates (two, at least one woman)</td>
<td>Local government delegates</td>
<td>Jennie Antonio</td>
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<tr>
<td>Police and justice conference delegates (two, at least one woman)</td>
<td>Police and justice delegates</td>
<td>Naomi Rockliffe</td>
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<tr>
<td>Water, environment and transport conference delegates (two, at least one woman)</td>
<td>Water, environment and transport delegates</td>
<td></td>
</tr>
<tr>
<td>Delegates to Labour Link Forum and Labour party conference (two, at least one woman)</td>
<td>Labour Link members</td>
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CONFERENCE INFORMATION

Conference venue
Venue Cymru 01492 879771
The Promenade conferences@venuecymru.co.uk
Llandudno
Conwy
LL30 1BB

Air
Venue Cymru is approximately 66 miles (1hr 20mins) away from Liverpool John Lennon Airport via M56/A55.

Rail
There are two train stations serving Llandudno – Llandudno station and Llandudno junction. Most main lines services take you into Llandudno junction.

Monday-Saturday there are trains hourly at 50 minutes past the hour from Llandudno junction to Llandudno station. The journey time takes 12 minutes. There are also bus routes (13, X5 and 5) that travel frequently between Llandudno junction and Llandudno station. Approximate journey time 20 minutes.

Llandudno station is approximately an 8 minute walk from Venue Cymru. Turn left from Llandudno station onto Vaughan Street continue to merge onto Mostyn Broadway. Continue down Mostyn Broadway and Venue Cymru will be on your left-hand side, just past the Llandudno Swimming Centre.

NB. There are no trains from Llandudno station on Sunday. UNISON has arranged for a private coach service from Venue Cymru to Llandudno junction at the close of conference on Sunday – see covering letter for details.

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

Taxis
A taxi from Llandudno junction costs approximately £10.00. It is recommended you pre-book a taxi to pick you up from Llandudno junction station as there are not always taxis available.

Alliance 01492 878787
Roadrunner taxis 01492 240 858
Castle cabs 01492 860 033
Interlink taxis 01492 860 033
Bus

Several bus services pass right outside the rear of Venue Cymru (in front of the car park):

a) 12 – Rhyl Bus Station – Regular service running approx every 10 minutes, Monday-Saturday. Limited service on Sunday.

b) 5 / X5 – Bangor – Regular services running approx every 20 minutes until 6pm, then approx every 60 minutes, Monday-Saturday. Limited service on Sunday.

c) X1 - Blaenau Ffestiniog – via Llanwrst & Betws-y-Coed – Regular service running approx every 60 minutes, Monday-Saturday. Sunday service running at approx every 3 hours.

For more information on Llandudno bus services, visit https://www.arrivabus.co.uk/wales/places/llandudno/

Road

Venue Cymru is 4 miles away from the A55 and takes approximately 8 minutes by car, giving access from all over the North West and beyond via M62/M56. From Junction 19 of the A55, follow signs for Llandudno and take the A470 (Royal Welsh Way), from there follow the brown road signs marked Venue Cymru.

Car parking

There is a 250 space pay and display car park behind Venue Cymru. There are 19 designated disabled parking bays and parking is free for disabled badge holders using these spaces.

There is also parking available on the promenade in front of the venue.

Conference information desk

The conference information desk will be in the conference atrium. The desk is open from 12.30pm Friday 18th November for delegate enquiries and from 8.30am on Saturday and 8.45am on Sunday. Attendees do not need to register on arrival.

Conference stalls

There are a range of UNISON and community stalls located in the Orme Suite.

National LGBT committee meet and greet

Members of the national LGBT committee will be in the conference atrium 1.30 – 5.00pm on Friday, to greet you and answer any questions.
Conference hall

The main conference hall is in the Arena. Delegate seating is at the front of the hall and visitor seating towards the back.

Meeting rooms

There are a number of other rooms where breakout meetings will take place. The breakout rooms are on the ground, 1st and 2nd floor of Venue Cymru off the main conference atrium.

Standing orders committee

The standing orders committee will be in the Conwy room on the first floor. Delegates wanting to see the committee should go to the SOC waiting area outside Conwy room and speak to the SOC steward.

Catering

The main conference catering area will be in the Orme Suite on the ground floor.

Cloakroom

There will be a free cloakroom service in the conference atrium for the duration of conference.

Cash machine

There is a cash machine in the box office foyer of Venue Cymru which charges for withdrawals. There is a free cash point machine at the Jet Garage located behind the venue.

Wi-fi

Free wi-fi is available.

UNISON conference app – event code ulgbt16

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

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

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

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

Prayer room

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

Crèche

The crèche is located in the Alwen room. The crèche is only available for delegates who have reserved places for their children in advance.

Making conference accessible

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

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

Access and access officer

Venue Cymru is committed to ensuring that all delegates are able to fully participate in any event held in the building.

Entrance to the venue is assisted by wide, automatic doors designed for wheelchair users. There is a dropping off point at the main entrance with plenty of room to disembark safely. In the car park at the back of Venue Cymru are 19 designated disabled parking spaces; parking is free for disabled barge holders within these spaces.

There are lifts to all floors which are wide enough for wheelchair users and with buttons at a suitable height. All steps are accompanied by wheelchair ramps and public areas are spacious enough to manoeuvre easily.

All reception areas are equipped with low counters.

Accessible toilets are available throughout the venue.

Interior doors are wide, light and easily opened from a wheelchair. Fire alarms are visual as well as audible and fire exits are available for operation by disabled people.
UNISON staff member Anna Costi is the conference access officer. Questions about access and facilitation should be addressed to her via the UNISON conference information desk.

Lifts

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

Facilitators and support staff

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

Monitoring for fair representation and proportionality

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

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

Trans day of remembrance

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

Children at conference

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

People living with HIV

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

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

Printing and distribution of written material

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

Selling of newspapers

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

Reporter

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

Collections

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

Working together

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

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

- listen to others and avoid being dismissive of their contribution
- wait until a speaker has finished and do not interrupt their train of thought
- aim to have reasoned discussion, not argument
- try to make criticism constructive to help others develop confidence and knowledge
• make your own contribution as clear and concise as possible and do not dominate the discussion

• make sure that everyone who wishes to speak is given the encouragement and opportunity to do so.

Conduct of delegates

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

Complaints will be treated seriously and may be dealt with under the union’s disciplinary procedures.

As trade unionists we do not expect any of these problems to arise. However, your regional representatives are available in the first instance for advice and support at this conference. Issues of unsatisfactory conduct by anyone attending conference can also be raised with the conference office.

Harassment

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

Language

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

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

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

Confidentiality and being out

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

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

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

Socialising

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

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

Filming, recording and photography at UNISON conferences

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

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

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

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

If you do not want to be filmed or photographed:

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

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

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

• Always ask an individual for their consent.

• Explain the use of the picture eg these images may be used by UNISON in our own publications or on our website to illustrate conference.

• If it involves a large group - images of a delegation or the whole of the conference floor etc - you clearly cannot seek individual permissions. Instead, a statement will be posted at conference explaining that the event will be photographed/filmed and individuals who object to being included in this will be told who to speak to in order to resolve their concerns.

Conclusion

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

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

Second Floor

First Floor

Ground Floor
# QUICK GUIDE TO UNISON JARGON

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<th>Groups facing discrimination meeting and organising to determine their collective agenda and feeding it into the union's structure.</th>
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<td><strong>SOGs</strong></td>
<td>The four self organised groups: currently defined by UNISON national rules as women members, Black members, disabled members and lesbian, gay, bisexual and transgender members</td>
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<td><strong>National LGBT committee</strong></td>
<td>National lesbian, gay, bisexual and transgender members committee</td>
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<tr>
<td><strong>NDMC</strong></td>
<td>National disabled members committee</td>
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<td>National women's committee</td>
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<td>National young members forum</td>
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<td><strong>NRMC</strong></td>
<td>National retired members committee</td>
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<tr>
<td><strong>Self-Definition</strong></td>
<td>Right of people to define themselves, eg as lesbian, gay, bisexual, trans, a disabled person etc</td>
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<tr>
<td><strong>Gender binary/ non binary</strong></td>
<td>Gender binary refers to the classification of sex and gender into two ‘opposite’ forms of male and female. Non binary people do not identify as solely male or female.</td>
</tr>
<tr>
<td><strong>Proportionality</strong></td>
<td>The representation of women and men in fair proportion to the relevant number of female and male members – UNISON has a rulebook commitment to proportionality.</td>
</tr>
<tr>
<td><strong>Fair representation</strong></td>
<td>The broad balance of representation of members of the electorate, taking into account such factors as age and low pay, the balance between part-time and full-time workers, manual and non-manual workers, different occupations, skills, race, sexual orientation, disability and gender identity – UNISON has a rulebook commitment to fair representation.</td>
</tr>
<tr>
<td><strong>National Delegate Conference</strong></td>
<td>Supreme decision making body of UNISON – annual conference of branch delegates, at which the self-organised groups have representation.</td>
</tr>
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<td>-------------------------------</td>
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<tr>
<td><strong>NEC</strong></td>
<td>National Executive Council - elected body of lay members.</td>
</tr>
<tr>
<td><strong>Lay structure</strong></td>
<td>A decision making body of UNISON members that does not include employees of the union.</td>
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<td><strong>Service groups</strong></td>
<td>Employer-based structures in the union. UNISON organises members in the following services – energy; healthcare; higher education; local government; police and justice; water, environment and transport. Each service group has autonomy to decide the group's general policy and negotiate on behalf of their members. Each service group has an annual conference of delegates which sets the group's agenda for the following year.</td>
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<td><strong>Sector</strong></td>
<td>A sub-group of a service group eg housing in local government or the nursing sector of the health service group.</td>
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<td><strong>Labour Link</strong></td>
<td>Fund from contributions from opted-in members used to support the Labour party via UNISON Labour Link.</td>
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<td><strong>GPF</strong></td>
<td>General Political Fund: fund from contributions from opted-in members used for non party political campaigning.</td>
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<td><strong>UNISON Parliamentary Group</strong></td>
<td>A UNISON group of Labour MPs working closely with the union in the House of Commons.</td>
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UNISON 2016 National Lesbian, Gay, Bisexual and Transgender Conference

Final agenda
## MOTIONS

*M denotes a possible composite

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### STANDING ORDERS

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NEGOTIATING

1. TRANSITIONING TO BEST PRACTISE

Conference notes the added pressures placed on people transitioning at work.

Thanks to the rising amount of positive representation of trans people in the media, public acceptance of trans issues are increasing.

However the workplace can still be a ‘wild west’ for people transitioning at work, some progressive workplaces have a trans policy and support their staff through this often challenging time, however some workplaces can have a hostile attitude towards their workers’ transition at work.

This contributes to the unacceptable levels of mental health issues trans people face.

UNISON’s publication ‘Gender identity- An introductory guide for trade union reps supporting trans members’ cements UNISON’s position- to fight for equal rights in the workplace for trans members. Some employers do not differentiate between time off for transitioning related matters (counselling, medical interventions) and sickness absence; this is impacting on our trans members’ absence rates and exposes them to further unfair treatment at work.

Conference calls the on the national LGBT committee to:

1. Develop materials for workplace bargaining on transitioning in the workplace;

2. Encourage LGBT SOG activists to help members if they are having issues at work around transitioning.

South East region LGBT group
National LGBT committee position: SUPPORT WITH QUALIFICATIONS

Amendment 1.1

In second paragraph, after ‘Thanks to the’ insert ‘work of growing numbers of out trans trade union activists, trans community campaigners and’.

Add at beginning of fifth paragraph ‘UNISON’s trans workers rights bargaining factsheet and’.

Add at the beginning of action point 1, ‘Publicise, promote and further’.

Add at end of action point 2, ‘signposting members to the support and representation available from their branch.’

National LGBT committee
2. **WELCOMING UNISON’S NEW PRIVATE CONTRACTORS NATIONAL FORUM**

This conference welcomes new UNISON Rule D 4 which introduces a new Private Contractors National Forum.

Conference recognises that some private sector employers discourage trade union membership, raise barriers to trade union organising, may not recognise our union, and place equality initiatives at a low priority.

UNISON members who identify as lesbian, gay, bisexual and transgender (LGBT) may feel less supported and more vulnerable to harassment and discrimination. As a result there is often an even greater need for branches to organise LGBT members, support stewards, and work on equality issues in these workplaces.

This conference calls upon our national LGBT committee, working with the other self-organised groups where appropriate, to seek to work with the new Private Contractors National Forum to ensure equality is at the heart of their priorities.

This conference instructs the national LGBT committee to:

1. Encourage LGBT members working with private sector contractors to get involved in the new forum;
2. Ensure our guides to negotiating and bargaining on LGBT issues are fully inclusive of private sector contractors;
3. Consider organising appropriate workshops, forums or other means to identify and raise particular organising and bargaining issues relevant to LGBT members working for private sector contractors.

**Greater London region LGBT group**
National LGBT committee position: SUPPORT

3. **TAKING FORWARD UNISON’S WORK ON INTERSEX EQUALITY**

Conference notes that momentum for the recognition of human rights and equality for people born with intersex bodies (variations of sex characteristics) has increased greatly over the last 2 years. Whilst this has mainly been positive, there continues to be confusion and misunderstanding of what intersex means and a lack of focus on everyday issues, especially workplace issues, that people born with intersex conditions face.

Conference further notes that many intersex people are concerned that growing numbers of organisations are using the word ‘Intersex’ in their name and policies without real understanding of what it means or the competency to work for intersex equality. Conference believes that adding “I” does not on its own make lesbian, gay, bisexual and transgender (LGBT) groups more inclusive; rather it risks the erosion of intersex voices.
Conference welcomes the definition of intersex agreed by the Scottish Equality Network UK working group on Intersex Human Rights and Equality in June 2016. This describes intersex as ‘an umbrella term used for people who are born with variations of sex characteristics, which do not always fit with society’s perception of male or female bodies. Intersex is not the same as gender identity or sexual orientation.’

Conference congratulates Malta - the first and currently only European country to explicitly provide protection to people born with intersex conditions from being discriminated against and surgically altered on the ground of ‘sex characteristics’ (Gender Identity, Gender Expression and Sex Characteristics Act 2015). This progressive legislation is valuable in lobbying for strengthened laws in other countries, for example for a new protected characteristic under the Equality Act 2010.

Conference also notes the latest United Kingdom findings and recommendations of the United Nations Committee on the Rights of the Child, published in June 2016. The report condemned the continuation of ‘medically unnecessary surgeries and other procedures on intersex children before they are able to provide their informed consent which often entail irreversible consequences and can cause severe physical and psychological suffering’. UNISON members include parents, carers and family of children that have been, or could be, treated this way.

Conference welcomes UNISON’s developing work on intersex equality, especially the focus on the workplace and the bargaining factsheet setting out common workplace issues and advice for reps.

Conference therefore calls on the national LGBT committee to:

1. Continue to consult on workplace issues with members who come under the intersex umbrella and with intersex organisations who support UNISON’s values, promoting understanding and awareness throughout UNISON;

2. Support lobbying led by the Scottish Equality Network UK working group for the inclusion of ‘sex characteristics’ as a protected characteristic in the 2010 Equality Act;

3. Promote UNISON’s role as an ‘intersex ally’ supporting people born with intersex bodies, their families and friends as well as those in the NHS who advocate for change, in their campaigns for human rights and equality and an end to unnecessary medical or surgical treatment during infancy or childhood.

**National LGBT committee**

National LGBT committee position: SUPPORT

**Amendment 3.1**

After the existing fifth paragraph, insert new paragraph:
Conference further notes that the Committee's report recommended that the UK government "ensure that no-one is subjected to unnecessary medical or surgical treatment during infancy or childhood, guarantee bodily integrity, autonomy and self-determination to children concerned, and provide families with intersex children with adequate counselling and support" and that it "provide redress to the victims of such treatment."

Add new action point 4:

‘4. Work with Service Groups and other relevant sections of the union to promote the new bargaining factsheet as widely as possible.’

Greater London region LGBT group

4. END OF LIFE CARE FOR LGBT PEOPLE

Research by the Marie Curie Charity “Hiding who I am – the reality of end of life care for LGBT People” shows that many older lesbian, gay, bisexual and transgender (LGBT) people have significant fears about palliative and end of life care services. They are concerned that service providers and health and social care professionals will be indifferent to their sexuality and gender identity, or, at worst, actively hostile. The research highlights real barriers that LGBT people have experienced in trying to access high-quality palliative and end of life care. These range from outright discrimination, such as a doctor who would not treat a lesbian without a chaperone, to more common place but no less damaging issues, such as the experience of having to come out to each new healthcare professional encountered.

The end of someone’s life is a time of significant vulnerability, both for the person who is dying and for the family they choose to have around them. Service providers and health and social care professionals can do significant and long-lasting damage to people by being insensitive or actively hostile to people’s sexuality or gender identity at this time.

Conference asks that that the national LGBT committee publicise this research within UNISON health and social care forums and ask them to urge employers to provide training for their staff on the specific concerns of LGBT people at the end of life, including in the context of home care services.

Scotland region LGBT group

National LGBT committee position: SUPPORT

Amendment 4.1

At the end of first paragraph, insert:

‘Black LGBT people are particularly vulnerable in that they are more likely to have worked in insecure or low paid work during their lives and have to rely on the welfare state and public services in older life. Assumptions around having wider support networks can be damaging.’
At the end of third paragraph, delete the full stop and insert:

‘and request that any training reflects the diversity of our communities.’

Black LGBT members’ caucus

Amendment 4.2

Insert new third paragraph:

‘Conference recalls Motion 43 passed 2015 National LGBT Conference entitled HIV and the Ageing Population, which called upon the national LGBT committee to work with other bodies for appropriate training for staff assessing and caring for older people living with the Human Immunodeficiency Virus.’

Delete last paragraph and replace with:

‘Conference calls on the national LGBT committee to:

1. Publicise this research within all UNISON health and social care forums;

2. Work with appropriate UNISON bodies to integrate training on issues facing LGBT people and call for relevant employers to provide staff training on the specific concerns of LGBT people at the end of their life, including in the context of home care services;

3. Report back on progress to 2017 national LGBT conference.’

Disabled LGBT members’ caucus

5. ZERO TOLERANCE OF BIPHOBIA – ENCOURAGING INVOLVEMENT

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 workplace policies or inclusive services. Lack of evidence on bisexual people at work and in using services is both a symptom and a cause of wider bisexual invisibility.

Conference acknowledges that there has been some progress in tackling the invisibility in recent years and welcomes UNISON lesbian, gay, bisexual and transgender (LGBT) group’s role in this. Developments include:

1. Increasing marking of Bi Visibility Day on 23 September in workplaces and UNISON branches;

2. Growing recognition of the bisexual pride flag and its use as a statement of commitment to bi equality;

3. Poster campaigns, supported by UNISON, by Bi’s of Colour;
4. Increasing awareness of events like the annual BiCon weekend;

5. Sessions at a range of UNISON events, run nationally and by regions and service groups, on tackling biphobia;

6. Discussions around inclusion and language, including moving beyond the binary;

7. Increased attendance at UNISON’s national bi members network meeting.

Conference notes, however, that increased visibility is sometimes followed by an increase in overt prejudice and discrimination. A lot of work remains to be done to change attitudes and promote acceptance, including within our union and within our own LGBT group and conference.

Conference calls on the national LGBT committee, working with the bi members’ network, to build on these welcome developments and:

A. Promote a zero tolerance of biphobia policy in our workplaces and across our union;

B. Collect and circulate best practice examples of bi visibility and bi inclusion from regional and branch groups;

C. Encourage flying of the bisexual pride flag in workplaces and public buildings to mark bisexual equality events;

D. Continue to encourage bi members to get involved in our LGBT group, attend our bi meetings, national LGBT conference and get active in their branches and regions;

E. Review our publications, checking and updating for inclusive language, removing unnecessary gendering and binary expressions;

F. Consider if further resources are needed.

Bisexual members’ caucus
National LGBT committee position: SUPPORT

6. LGBT SCRUTINY IN THE COMMISSIONING PROCESS

Up and down the country health and social care service provision is once again metamorphosing. As features in the provider landscape rise and fall, there are winners and losers. The winners, whether from the statutory, private or community sectors, spread into new geographic territories, full of enthusiasm but frequently ignorant of the shape of local networks, initiatives, opportunities and relationships. And here lies a dangerous hole for lesbian, gay, bisexual and transgender (LGBT) workers and service users. The funding for our small local services is increasingly being siphoned away from direct Local Service
Level Agreements towards these major bidders, who are then expected to then invest in the local diversity providers.

Tendering processes seem to be mostly following best practice, stating clearly from the Market Warmer to the Contract Development Workshops that people with protected characteristics must be invested in, declaring loudly about the scrutiny they will put in place, and doing everything they can prior to awarding the contract.

However, results are disappointing when it comes to translating the contract into the service. Companies are now trying to operate in new populations with staff sent from head office, or newly recruited, often from outside the area. Existing jobs and expertise, local knowledge and commitment are throttled as funds dry up. The contracts, despite their explicit intention to protect and support local diversity initiatives with direct investment, are being allowed to rescind on this vital and obligatory responsibility.

Without fast action to rectify this, our members in the community sector will drain away as our current broad base of LGBT providers are reduced to a handful of generic equality officers in a couple of dozen commercial businesses.

While we still have members in place, conference asks that the national LGBT committee:

1. Work with LAOS (Learning and Organising Services) to provide guidance that will inform and empower members working for LGBT services to seek consistent and effective scrutiny for LGBT investment in the contract monitoring of primary contract winners;

2. Open dialogue with the Community Sector Service Group Committee (and possibly other SOG (self organised group) committees) how to best support members working in the professions most at risk of cuts;

3. Seek to publicise these changes to the commissioning framework and the risks to jobs and terms and conditions.

**South West region LGBT group**

National LGBT committee position: DEFER

**Amendment 6.1**

In the first paragraph, after ‘metamorphosing’ add:

‘with more and more services marketised, and privatised and as privateers compete with each other’

At the end of the motion add:

‘4. Continue to oppose privatisation and internal markets and to campaign for public services to be delivered directly by bodies directly elected to do so and by staff whose pay and conditions are subject to national collective bargaining.’

**West Midlands region LGBT group**
Amendment 6.2
In the third paragraph, second sentence delete:
‘from outside the area” and insert “without experience of the service or locality’.
In the fourth paragraph delete:
‘in the community sector’ and insert ‘who work for small providers, mainly in the voluntary and community sector, delivering LGBT services’.
In action point 1. delete:
‘investment’ and insert ‘services and outcomes’.
In action point 2.
Delete:
‘the Community Sector Service Group Committee” and insert “relevant service groups’.
Delete:
‘the professions’ and insert ‘LGBT service providers that are’.
In action point 3.
Delete:
‘these’
Delete:
‘framework’ and insert ‘landscape with increased marketisation and competition with the entry of large private contractors’.

Greater London region LGBT group

Amendment 6.3
In action point 2. replace:
‘Community Sector Service Group Committees’ with ‘relevant service groups’.

National LGBT committee
RECRUITMENT AND ORGANISING

7. RECRUITING AND ORGANISING LGBT MEMBERS

Conference recognises the importance that lesbian, gay, bisexual and transgender (LGBT) conference has always placed on recruiting new members – both into the union and as activists into our LGBT structures. LGBT members continue to have an important role in that recruitment work. Conference understands that UNISON’s aim to increase participation of underrepresented groups remains a key priority and that recruitment and retention of these members is key to democracy within the union.

Conference believes that organising is at the centre of our union and that there has never been a more important time for workers to be in a union. Conference notes that in a time of fragmenting workspaces and disparate workforces, there are increased challenges in recruiting and retaining members. The ways that LGBT self-organised groups (SOGs) organise needs to change to reflect these changes.

Changes in ways of using social media and the push in many areas for virtual meetings does not end the need for meetings in the flesh and we must always reflect the needs and requirements of our local groups.

The national LGBT committee is proud that at this year’s conference we are launching an LGBT area on UNISON’s online Organising Space; this is for all LGBT activists to join and will offer another way for members to network and share best practice. We envisage that this space will also offer new opportunities for our members to engage with each other and will allow more experienced activists to provide support for new activists.

Conference welcomes the success that Black members have had in setting up a ‘cluster branch group’ in the Eastern Region. In many cases it is more practical for members from a ‘cluster’ of different branches in a particular geographical area to meet together and form networks. It is important that we encourage such groups and ensure that they are adequately resourced and supported.

Conference calls on the national LGBT committee to:

1. Keep recruitment activities a high profile aspect of branch and regional LGBT groups;
2. Share good practice and promote the innovative ways that local and regional SOGs are using to organise;
3. Ensure there is up to date guidance on recruitment and organising tactics that are reflective of our community;
4. Encourage branches and regions to share their good practice in recruitment and organising;
5. Continue to reinvigorate recruitment material and initiatives; including use of social media as well as traditional methods.

National LGBT committee
National LGBT committee position: SUPPORT

8.* TRANSGENDER – A SPECTRUM NOT A BINARY CHOICE

Conference we celebrate the achievements made around transgender issues over the last few years. There are several people who have a high profile and go a long way to helping society change their views and become more accepting of anyone who is transgender. There have been very visible examples of ‘coming out’ which have attracted lots of press coverage which has escalated the person to a celebrity status and portrayed them in a very positive manner.

Society appears to be more accepting and we know by past experience exposure to a group along with education and information can be very productive in establishing more acceptance and tolerance.

It is clear there is still much work to be done and there are still examples of transphobia and we know members of the transgender community face their own specific problems relating to their ability to live their life as their true self.

There appears to be a perception however that all transgender people want a sex change and that they wish to alter the sex they were at birth and fit into two distinct types, male to female and female to male. We know there is a wide spectrum of transgender people and must take the opportunity of the current positive attitude from society to educate further, raising awareness of the various possibilities such as gender fluid or those who choose to be non-binary. This will help others to be themselves and hopefully comfortable to let others know they are transgender.

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

1. Look at producing publications with information explaining the various types of people who fall within the transgender spectrum;

2. Try to encourage non-binary members to be more active and more ‘visible’;

3. Seek volunteers who are willing to put themselves forward as role models/contacts to provide support and advice to other similar transgender members.

Leicestershire Police branch LGBT group
National LGBT committee position: SUPPORT WITH QUALIFICATIONS
Amendment 8.1

In first paragraph, second sentence, after ‘high profile’ insert:

‘and many more trans workers who do not have a high profile but nevertheless have a big impact on those around them by being such positive role models’.

In fourth paragraph, first sentence, delete:

All from ‘want a sex change’ to ‘they were at birth and’.

In second sentence, delete:

‘those who choose to be’.

In action point .1 delete:

All up to ‘various types’ and replace with ‘Promote UNISON trans equality bargaining advice and guide for reps supporting trans members, both of which include information on the diversity’.

In action point 2. delete:

‘Try to encourage’ and replace with ‘Facilitate’; add at end ‘should they choose to’.

Add new action point at end:

‘4. Continue to promote and build our trans activist network, strengthening our LGBT group, and developing our knowledge-base of best practice in trans workplace equality.’

National LGBT committee

9.* NEXT STEPS IN TRANS INCLUSION

Conference welcomes the increase in the numbers of trans people participating in UNISON lesbian, gay, bisexual and transgender (LGBT) activities and events, both at a regional and national level, with more trans members than ever before attending both conference and the trans network meeting.

Conference believes we must work to ensure that all trans members are made to feel welcome, and that this includes members who are non-binary – those who do not identify as either male or female, or who identify as both male and female, or who identify as something entirely different.

Conference notes the 2014 LGBT conference resolution which called on the national LGBT committee to look into issues around language inclusivity in regard to the trans community, work towards publishing guidance on making sure that the language used is inclusive and ensure that all future publications from the national LGBT committee are inclusive in the language used.
Conference welcomes the work done by the national LGBT committee, for instance in updating the Transgender Workers Rights factsheet and the Gender Identity booklet to ensure that the language is up-to-date and inclusive of non-binary people.

However, conference acknowledges that there is still a great deal of work to be done to ensure that language used is inclusive, as language continues to evolve. People often lack the knowledge to realise when language used is not inclusive, and may also lack the tools to challenge this, particularly in the face of hostile or transphobic colleagues or managers.

Conference calls on the national LGBT committee to:

1. Make it explicit in materials and publicity that non-binary people are welcome and included in the group, including the trans network;
2. Produce information to empower trans people and allies to challenge inappropriate language, including when dealing with customers and clients;
3. Develop further trans equality training materials for use within our LGBT group;
4. Work with the national executive council for fully trans inclusive UNISON services, whether directly provided or provided via UNISON suppliers;
5. Seek training on trans issues for stewards and branch officers as part of the union equality training and education programme.

**Transgender members’ caucus**
National LGBT committee position: **SUPPORT**

10.* INCREASING YOUNG LGBT MEMBER ATTENDANCE AT ALL LEVELS OF LGBT SELF-ORGANISATION

This conference notes that it has benefited from a good level of delegate attendance by young lesbian gay bisexual and transgender (LGBT) members over recent years, and the important role the scheme of branch representation has played in achieving this. (The scheme of branch representation requires branches to send delegations that adhere to the principles of proportionality and fair representation and are to help encourage participation of groups such as young and low paid members in particular.)

This conference also notes that LGBT members conference offers unique learning, educational, political, cultural, and social opportunities that can contribute to young LGBT members’ personal development and as UNISON activists.

This conference further notes concern within the young members organisation that, despite increased education and information about the positive role of self-
organised groups in UNISON, the number of young LGBT women actively involved in young members organisation seems disproportionately small.

This conference calls on the national LGBT committee to:

1. Issue a statement to all branch LGBT groups in advance of the Annual General Meeting ‘season’ that:
   
   A. States that all branches should make efforts to send a young member to LGBT members’ conference;
   
   B. Encourages them to promote LGBT self-organisation and conference to all young members in their branch;
   
   C. Encourages more experienced members to relinquish delegate positions if that makes it possible for a young member to attend;
   
   D. Calls for conference visitor places to be offered to young members as well.

2. Ask all regional LGBT groups to engage with regional young members’ groups on increasing young member participation ‘ and young LGBT women in particular, in our Self-Organised Group and in young members’ activity;

3. Increase the coverage of young LGBT members and issues in ‘Out In UNISON’;

4. Use social media to promote this work, and seek promotion of it through UNISON communications channels;

5. Liaise with the National Young Members Forum about reaching out to young LGBT members through their networks;

6. Monitor and report on the impact of this work.

National young members’ forum
National LGBT committee position: SUPPORT

11.* BUILDING A STRONGER AND MORE INCLUSIVE CONFERENCE

Conference notes that young members and low paid members are frequently under-represented at UNISON’s annual national lesbian, gay, bisexual and transgender (LGBT) conference.

Conference believes that many of our regional groups, LGBT branch self-organised groups (SOG) and the national LGBT committee should be congratulated on their hard work over many years to encourage and increase participation of LGBT members at conference. The success of this work is reflected in the record numbers of delegates and visitors we have seen at the LGBT conference over the last two years.
Whilst attendance of young members, and to a smaller extent numbers of low paid workers, has increased at our conference – they are still under represented and more work clearly needs to be done to ensure that these members are able to attend conference and fully participate. We know that LGBT conference can be a catalyst – that many LGBT activists have first become involved in our local and regional structures after first attending LGBT conference. We believe that there has probably never been a greater need within the union for new activists - in our workplaces, branches and regions.

Conference resolves to request the national LGBT committee to work with regional LGBT groups, LGBT branch SOG groups and other relevant parts of the union to:

1. Explore and promote ways to maximise the participation of young members and low paid workers at conference, within our LGBT structures and ultimately our wider union;
2. Investigate the barriers some members face to attending conference and produce guidance on potential solutions;
3. Seek to improve ways of communicating with members from hard to reach and underrepresented groups;
4. Seek new ways to encourage branches to include more young and low paid members in their delegations.

South West region LGBT group
National LGBT committee position: SUPPORT

12.* IMPROVING FAIR REPRESENTATION AND PROPORTIONALITY AT LGBT CONFERENCE

Conference affirms the benefits of attending this lesbian, gay, bisexual and transgender (LGBT) conference, including opportunities to discuss current issues, shape the direction of UNISON’s LGBT work, learn more about UNISON and be re-energised for the coming year of activism.

Conference notes that UNISON has rules on proportionality and fair representation in UNISON structures. Proportionality is defined as the representation of women and men in fair proportion to the number of female and male members comprising the electorate. Fair representation is the broad balance of representation of members of the electorate taking into account such factors as age and low pay, the balance between full-time and part time workers, manual and non-manual workers, different occupations, skills, race, sexual orientation, disability and gender identity.

Conference acknowledges work over many years to improve fair representation and proportionality at LGBT conference. This includes structural steps such as the scheme of branch representation, which requires branch delegations of:
1. More than one delegate to base the delegation on the gender make-up of the branch;
2. More than three delegates to include a low paid woman;
3. More than four delegates to include a young member.

It also requires branches to seek to include Black, disabled, part-time and manual LGBT members in delegations.

Other important steps include organising national network meetings of Black and disabled LGBT members and bi and trans members, plus publicity, organising and training initiatives at national and regional level.

Conference welcomes improvements in fair representation, particularly compared to other UNISON conferences. However, some areas of under-representation persist, with women’s attendance remaining below 50% and low representation of manual, low paid and part-time workers.

Conference notes that examples of fair representation in the scheme of branch representation do not exclude other measures of our group’s diversity. Increasing numbers of members are coming out as non-binary. We need to consider how our LGBT organisation and conference encourage their participation, identifying and removing any barriers.

Conference also welcomes the participation of those who are not under-represented, noting that fair representation rules mean some may attend conference as visitors rather than delegates. Conference welcomes visitors’ active participation in all parts of conference except the debate of motions.

Conference therefore calls on the national LGBT committee to:

A. Reiterate the importance of all parts of our LGBT group committing to the principles and practice of fair representation in all our work;
B. Consider further steps to address persistent under-representation at LGBT conference;
C. Review how conference can be more inclusive of non-binary members, identifying and removing any barriers in structure, language, policy or practice to their participation;
D. Continue to encourage all LGBT members to participate in our group and conference, publicising the value of attending conference as a visitor.

National LGBT committee
National LGBT committee position: SUPPORT
13. DISCRIMINATION IN THE LGBT COMMUNITY

This Conference welcomes the work that has been done to ensure that the
lesbian, gay, bisexual, and transgender (LGBT) group is a positive, welcoming
and inclusive group, to the extent that it can be seen as a good practice model
for other LGBT organisations to learn from. This is not least because too many
LGBT community organisations are not known for their inclusivity and diversity.

This Conference believes that that success has been the result of a willingness
to be honest in examining the group’s organisation and practices, and a
willingness to accept change for the better. This Conference also believes there
is still work to do through continuing to apply our values and through deliberate
policy and practice development.

This Conference further believes that it is vital that discrimination within our own
community that manifests as sexism, racism, disablism, biphobia or transphobia
must be challenged and eradicated.

This Conference also believes that it is important for the LGBT group to be clear
that it is important that respect is observed not just in formal spaces, but also in
social and other informal settings, acknowledging issues on the scene.

This Conference calls on the national LGBT committee to work to:

1. Counteract the impact of society-wide discrimination and to challenge
   norms;

2. Continue to monitor the LGBT group’s practices and bring any necessary
   recommendations for change to this Conference;

3. Invite those attending to the group’s network days to dedicate some time to
   considering what LGBT group practices, if any, need to change to make
   their members feel more welcome and supported, and to refer any matters
   to the national LGBT Committee;

4. Intervene in relevant public discussions to put positive arguments for
   creating a welcoming and inclusive community that will challenge
discrimination.

   National young members’ forum
   National LGBT committee position: SUPPORT

Amendment 13.1

In third paragraph, after ‘racism,’ insert ‘prejudice based on religion or belief,’

   Black LGBT members’ caucus
14. INAPPROPRIATE LANGUAGE

Conference it is noticed that the word ‘queer’ (which will be referred to as the Q word within this motion) is being used more and more within society and the lesbian, gay, bisexual and transgender (LGBT) community. The Q word is historically a highly offensive word used as an insult and brings back bad memories for many LGBT people. It is on a similar standing to words that were used to be racist towards someone which have now been accepted as inappropriate to use.

Conference we are aware it is out of our remit to have this word removed from use in society but we can make a stand and try to influence opinions towards its use. We believe it should not be used where it is within our remit and control due to its offensive nature and would like to see steps taken to get the Q word out of use and confined to history where it belongs.

Conference we can do our bit to make changes and we have to start somewhere.

Conference calls upon the national LGBT committee to:

1. Seek to remove the Q word from any literature associated with LGBT issues published by national LGBT committee in the future such as annual reports, updates and reports from meetings;

2. Inform branch and regional LGBT groups of our stance against the use of this word;

3. Inform the wider union, such as other self-organised groups and the national executive council of our disapproval of the Q word and request if they would also adopt our stance against the Q word.

Leicestershire Police branch LGBT group
National LGBT committee position: OPPOSE

15. AN INCLUSIVE MOVEMENT, AN INCLUSIVE UNION

UNISON strives to represent all its members and has led the way in lesbian, gay bisexual and transgender (LGBT) members’ self-organisation, not only including LGBT members but putting us at the heart of leading our union.

Conference reiterates its belief that a growing number of people identify with sexual orientations or gender identities outside of or in addition to traditional concepts of LGBT, in particular identifying as “queer” or “non-binary”. A growing number of organisations have sought to include these groups in their structures through name changes, reserved seats or other approaches to inclusion.

Conference believes that queer and non-binary members are not currently explicitly acknowledged by UNISON’s structures and policies, although conference also acknowledges we do not need to change our name to be inclusive, and inclusion means more than simply name checking.
In recent years a number of motions have come to UNISON national LGBT conference seeking improved inclusion around gender and sexual orientation, including for queer and non-binary members.

Conference welcomes the work undertaken by many regions on this issue and the work the national LGBT committee has undertaken in addressing the points raised, as follows:

1. Organised discussion groups within the national LGBT committee, at national women’s conference, national women’s committee and at caucus network days to develop our understanding of these issues;

2. Organised sessions at regional activist training day around queer inclusion and gendered dress codes;

3. Ensured title options in UNISON’s membership database now include Mx as well as Mr and Ms;

4. Involved in drawing up national advice on non-binary or gender fluid members and seats reserved for women;

5. Updated the terminology in our publications and included advice on bargaining issues for non-binary workers;

6. Promoted the de-gendering of workplace policies;

7. Seeking to remove unnecessary gendering from our own policies and practices, including at LGBT conference;

8. Promoted a United Kingdom wide survey on issues for non-binary people

9. Worked with the police and justice service group on Freedom of Information requests to Chief Constables, including asking about provision for gender fluid workers;

10. Produced articles in Out in Unison about non-binary identity;


Conference believes the most obvious place for queer and non-binary members to organise is within the LGBT self-organised group because we face many similar and interlinked oppressions which stem from our heteropatriarchal society.

Conference therefore instructs the national LGBT committee to:

A. Continue discussion around whether our existing LGBT structures are inclusive enough of those who experience discrimination on the grounds of sexual orientation or gender identity;
B. Continue consideration of whether the materials we produce are sufficiently inclusive of those who experience discrimination on the grounds of sexual orientation or gender identity;

C. Consult members about ways we can be more inclusive and represent our queer and non-binary members better and seek examples where this is not happening;

D. Explore holding a queer workshop at LGBT conference in 2017;

E. Report back to LGBT conference 2017 on progress.

**Greater London region LGBT group**

**National LGBT committee position:** SUPPORT

**Amendment 15.1**

In the third paragraph delete:

‘believes’ and insert ‘recognises’

Delete:

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

**Lambeth branch LGBT group**

**Amendment 15.2**

In the third paragraph:

Delete ‘believes’ and substitute ‘acknowledges’; and,

Delete ‘also acknowledges we do not need to change our name’ and substitute ‘recognises that changing our name is only one of things we may need to do’.

**West Midlands region LGBT group**

**16. #ASKMYPRONOUNS**

Equality law in the United Kingdom (UK) has continued to update itself as time has passed in view of better knowledge and understanding of the challenges facing people, including those of transgender individuals. Although these laws ensure protection for transgender people the particulars of language are always changing. People working in the public service and those tasked with compiling
policies, training programmes and strategic plans are often left confused as to what is considered acceptable terminology at the current time.

Conference, it is a well recognised fact that for unions and indeed UNISON, equality is at the forefront of how we champion for best practice across the UK. We are all aware of being on the receiving end of sighs and accusation of 'pc gone mad' but we as a union need to work together as always to improve things for our members and indeed the public. Awareness of transgender people is at the highest it has ever been but there continues to be instances of misgendering - the act of using the incorrect pronoun to refer to someone based on gender assumptions - in everyday life for transgender people.

Conference, in light of the distress the act of misgendering can cause a transgender individual we ask that conference try to tackle the issue with new guidance. This guidance should revolve around encouraging our work colleagues, and through them the public, to treat the question ‘what are your pronouns?’ as standard as asking someone their name.

As part of these new guidelines we ask that the national LGBT committee tackle the following areas:

1. Guidance on creating new work policies that make asking service users, co-workers, etc their pronouns a standard procedure;
2. UNISON’s support and influence in this campaign so our members feel able to challenge those who might resist this change to everyday communication;
3. Encourage and back all members in asking everyone they communicate with their pronouns.

Eastern region LGBT group
National LGBT committee position: SUPPORT WITH QUALIFICATIONS

Amendment 16.1

Add at end of third paragraph:

‘, while acknowledging that for some people, this is a complex and evolving question or one they may feel unsafe or uncomfortable speaking about in public or in the workplace. Conference notes that people may fear discrimination if outing as not identifying as the gender they are generally perceived to be’

Insert new action point 2. and renumber remaining action points:

‘2. Emphasis on the importance of personal questions about gender identity and pronouns always being voluntary, explaining:

A. Why this matters;
B. The need for people to be sensitive to the workplace or service context;

and,

C. The issues of safety and discrimination for people who identify as trans, non-binary or gender non-conforming but who are not out.

In existing action point 2. delete:

‘feel able to challenge those who might resist’ and insert ‘understand and build support for’.

Add at the end of this sentence:

‘, whilst bearing in mind the issues for those who do not want to be forced to reveal their gender identity at that time’

Add new action point at end:

‘5. Make clear that deliberate misgendering is completely unacceptable and may well be unlawful transphobic harassment.’

National LGBT committee

17. COMMITMENT TO PRIDE

UNISON works tirelessly to combat homophobia, biphobia and transphobia and to build equality for us all.

Conference believes that one of the best ways of communicating with the lesbian, gay, bisexual and transgender (LGBT) community is face to face, most notably through our presence at Pride events across the United Kingdom.

Conference notes that UNISON had its biggest, noisiest, most visible trade union presence ever at the London Pride march this year, marching behind "Lesbians and Gays Support the Miners" and the "Tredegar Brass Band" and UNISON's President Wendy Nichols, who presented last year's UNISON LGBT awards, said how impressed the presidential team were with the number and range of events that UNISON LGBT attend each year.

However, not all regional and branch LGBT self-organised groups (SOGs) have the resources, time or budget to attend Pride events in their area so conference welcomes and appreciates the work undertaken by the North West region's LGBT SOG in creating the practical guide "Putting Politics back into Pride" and in encouraging all regions to be active participants at Pride events within their region or in a neighbouring region, where there may not be an active LGBT group.

Conference believes that we are stronger together and should be working together, sharing information and using technology as a tool to facilitate this.
Conference calls on the national LGBT committee to:

1. Encourage all regions, through their LGBT SOG, to commit to attending at least two Pride event (where possible) per year and encourage assistance from a neighbouring region’s LGBT SOG where there is limited regional activity within a particular region;

2. Promote details of all Pride events being attended on the UNISON LGBT website and implement a national register of interest for activists who wish to attend with the Union;

3. Create and promote national guidelines for attendance and building engagement at Pride events, that build upon the hard work of the North West region’s LGBT SOG and to encourage the adoption of the guidelines by all other regional and branch LGBT SOG’s;

4. Look at ways to provide regions with extra resources in order to facilitate attendance at Prides such as budgets for stalls, materials, promotional items, LGBT “marching banners” and expenses for members “working” the stalls.

Yorkshire & Humberside region LGBT group
National LGBT committee position: SUPPORT WITH QUALIFICATIONS

Amendment 17.1

In the second paragraph, after “at” add:

“a growing number of increasingly diverse”

Add a new third paragraph:

“Conference recognises that UNISON’s presence at Prides relies, increasingly, on branches. Conference welcomes this development since branches, with local knowledge, are best placed to:

A. Identify which issues, campaigns etc to concentrate on for effective local recruiting and organising;

B. Make and maintain relations with appropriate local LGBT community organisations; and,

C. Collaborate with other local union branches and with any local Trades Union Council.”

In the last paragraph:

In action point 1.

After “regions” add:
“and branches”;
After “SOG” add “if any”;
Delete “at least two” and substitute “as many as practical appropriate”;
Delete “event” and substitute “events”; and,
Delete “(where possible)”.  
In action point 2.
Delete “being attended”; and,
In action point 4.
After “regions” add “and branches”.

West Midlands region LGBT group

CAMPAIGNING

18.* WE STAND TOGETHER TO SAY NO PLACE FOR HATE

Conference believes that all forms of hate crime are abhorrent.

Conference notes the rise of reported hate crime incidents in the United Kingdom (UK). In 2014/15, there were 5,597 ‘sexual orientation’ hate crimes recorded by the police in England and Wales, a rise of 22% on the previous year, and 605 ‘transgender identity’ hate crimes, a rise of 9%.

In 2015/16 the Crown Prosecution Service completed 15,422 hate crime prosecutions – the highest number ever. There was a 41% increase in disability hate crime prosecutions compared to 2014/15; the highest ever proportion of sentence uplifts in racially and religiously aggravated crime cases; and the highest ever conviction rate in homophobic and transphobic hate crime prosecutions.

However, Conference recognises that the vast majority of hate crime incidents go unreported.

Conference further notes damaging cuts to hate crime advice and support services, for example, Lambeth Council has deleted its Hate Crime Prevention Coordinator’s role, effectively ending its proactive preventative work, and the Suffolk Hate Crime Service team has been cut.

Conference therefore calls on the national lesbian, gay, bisexual and transgender (LGBT) committee to work with the national executive council (NEC) and other appropriate sections of the union to:

1. Promote a message of HOPE across the UK:
A. Hate crime awareness needs to be raised;
B. Operational responses to hate crime need to be improved;
C. Prevention of hate crime needs to be adequately resourced;
D. Empowering communities to have their voices heard, to report hate crime and access hate crime advice and support services;

2. Support the #WeStandTogether #NoPlaceForHate campaign and develop a UNISON version of the campaign, working with other trade unions as appropriate;

3. Promote and support the development of National Hate Crime Awareness Week #NHCAW across the UK;

4. Encourage branches to take a proactive approach to challenge and tackle hate crime in all its forms;

5. Provide guidance for branches on negotiating policies and procedures relating to hate crime with employers, and for UNISON stewards and workplace representatives on how to recognise hate crime and how to support members who are subjected to hate crimes, including encouraging reporting and access to advice and support services.

Conference further calls on the national LGBT committee to encourage branch and regional groups to:

6. Work with local authorities and with LGBT and other community organisations as appropriate on initiatives and strategies to combat homophobic, biphobic, transphobic and other forms of hate crime;

7. Challenge cuts to hate crime advice and support services;

8. Promote and distribute resources, such as posters and leaflets, to raise awareness of hate crime and seek, where feasible, a designated hate crime section on regional/branch websites;

9. Signpost local, regional and national hate crime advice and support services where appropriate (including the True Vision website);

10. Organise and/or facilitate hate crime awareness events and activities including #WeStandTogether #NoPlaceForHate events to show solidarity with and support those affected by hate crime.

Lambeth branch LGBT group

National LGBT committee position: SUPPORT
**Amendment 18.1**

Add at end of second paragraph:

‘Conference also notes that one hate crime offence may have more than one motivating factor and that disabled lesbian, gay, bisexual and transgender (LGBT) members can also have hate crime committed against them in relation to their disability. The same report showed a rise of 25% in relation to disability hate crime’.

Add at end of fourth paragraph:

‘Under reporting of disability, homophobic, biphobic and transphobic hate crime continues to be a significant issue.’

Add at end of action point 4:

‘highlighting the fact that hate crime incidences can have more than one motivating factor’

*Disabled LGBT members’ caucus*

**19.* THE RECENT RISE IN HATE CRIME**

Conference notes that recent political events have seemed to given rise to the level of hate crime in communities throughout Britain. We have all read reports in our local communities of incidents of xenophobia and attacks against people who are perceived to be migrants or asylum seekers. These unfortunate incidents also tend to give rise to verbal and physical attacks on other minority groups such as women, Black communities and the disabled community.

Conference the LGBT community is not immune to hate crime having experienced it in all its ugly forms for centuries. We understand the feelings of being helpless and scared and intimidated.

We call on the national committee to

1. Call on our members to continue to stand up against discrimination wherever it occurs;
2. Encourage members to report all hate incidents or hate crimes, either directly to the Police or via a third party reporting centre;
3. Publish step by step guidance on how to report a hate incident or hate crime including what follow up actions members should expect.

*North West region LGBT group*

National LGBT committee position: **SUPPORT**
20. DEFENDING AND PROMOTING LGBT EQUALITY UNDER THE LAW

Conference welcomes progress on lesbian, gay, bisexual and transgender (LGBT) equality under the law. Decades of campaigning have won decriminalisation, recognition and positive rights. We look forward to marking the 50th anniversary of partial decriminalisation of male homosexuality in England and Wales by the 1967 Sexual Offences Act.

However, conference notes that laws that seem cutting edge when passed rarely stand the test of time. For example, the Gender Recognition Act 2004 broke ground in not having a medical treatment requirement. Many countries still demand sterilisation as a condition of gender recognition. The Equality Act 2010 included gender reassignment as a protected characteristic in harmonised legislation. These were welcome steps. But the 2016 Women and Equalities Select Committee report on transgender equality called for both laws to be updated. Amongst other recommendations, it called for:

1. Gender recognition in line with the principles of gender self-declaration;

2. Investigation of the need to create a legal category for non-binary people;

and,

3. The Equality Act protected characteristic to be changed to ‘gender identity’.

Conference endorses these recommendations and expresses concern at the Tory government’s response to merely ‘keep these issues under review’.

Conference further notes that legal changes are not always for the better. Conference condemns Tory:

A. Plans to repeal the Human Rights Act;

B. Portrayal of workers and equality rights as ‘red tape’;

C. Drive to privatise public services;

D. Erosion of the welfare safety net;

E. Attack on trade unions through the Trade Union Act 2016.

Conference notes that many Tory plans have previously been held in check by hard-won European Union requirements on health and safety, workers rights, human rights and equality. Conference expresses concern about risks to our domestic legislation following Brexit.

Conference calls on the national LGBT committee, working with the national executive council and Labour Link, to engage LGBT members in:

I. Lobbing for implementation of the Trans Equality Select Committee recommendations;
II. Defending workers rights, irrespective of the size of employer;

III. Working for the repeal of the Trade Union Act;

IV. Fighting erosion of equality and human rights protections and continuing to campaign for strengthened laws;

V. Defending and improving welfare benefits.

National LGBT committee
National LGBT committee position: SUPPORT

21. MARRIAGE EQUALITY IN NORTHERN IRELAND

Conference notes that Northern Ireland is the only part of the United Kingdom and the Island of Ireland where same sex couples are not able to access civil marriage. This is despite the most recent Assembly vote where the majority of Members of the Legislative Assembly supported it as well as a Mori poll indicating that 70% of the population would not oppose it. We believe that this discrimination must end. UNISON Northern Ireland is involved with the Love Equality campaign through the Irish Congress of Trade Unions. Conference asks that UNISON LGBT national committee offer support to the campaign in whatever way is deemed most appropriate.

Northern Ireland region LGBT group
National LGBT committee position: SUPPORT

22. ISLE OF MAN

Lesbian, gay, bisexual and transgender (LGBT) people on the Isle of Man are not protected from unfair treatment and discrimination in the workplace and in access to public and private service. There are no legal protections for LGBT people in the form of anti-discrimination laws relating to specifically to sexual orientation or gender and there is no counterpart to the all-encompassing Equality Act in place in England, Wales and Scotland.

In June 2016, The Island's Legislative Council completed the drafting of an Equality Bill. The Bill is now ready for any future Manx Government to pass into law. The concern, however, is that the next Manx Government may not consider the Bill with a view to enactment and if considered there may be opposition within the House of Keys and Legislative Council. The financial costs to the State and the business community have been used as excuses for why it has not yet been implemented and many politicians believe an Equality Act to be unnecessary or a threat to freedom of religion. There is popular complacency, and some opposition, surrounding the adoption of an Equality Act and without popular political pressure, it is feared that the Bill will be ignored.

The Bill must be placed on the government's legislation timetable for consideration in 2016/2017. Discrimination of LGBT people is very real. A
recent high-profile instance was in 2013 when a lesbian couple were denied rental of a property with no recourse to legal action and there are continuing reports of humiliating behaviour taken by employers against young trans people.

Conference calls on the national LGBT committee to:

1. Raise awareness of the Isle of Man Equality Bill utilising all available channels including social media;

2. Work with the Isle of Man branch and the North West LGBT Group to lobby the Manx Government, calling on them to pass the Bill into law.

North West region LGBT group
National LGBT committee position: SUPPORT

23. EXPUNGE LGBT CONVICTIONS PRIOR TO DECRIMINALISATION

Conference notes that until 1980, sex between men was illegal in Scotland and whilst sexual acts between women have never been specifically outlawed in the United Kingdom (UK), some prosecutions for indecency were made in the past. Conference further notes that the Criminal Justice (Scotland) Act 1980 decriminalised homosexual acts between men over 21 in private in Scotland and the age of consent for gay men in Scotland was reduced to 18 in 1994 and to 16 in 2001.

Conference is concerned that some lesbian, gay, bisexual and transgender (LGBT) people in Scotland still suffer the injustice of having a criminal conviction based on homophobic and outdated laws. These convictions, whilst historic, can still have a material effect on people’s lives and prevent them from engaging in work, including voluntary work, where a background check is required.

Conference believes that it is unacceptable that LGBT people are tarred as sex offenders and are prevented from contributing to society, or working in certain professions, due to historic convictions based on flawed laws.

Conference further notes that from 1 October 2012 people in England and Wales with convictions and cautions for consensual gay sex can apply to the Home Office to have these offences removed from their criminal records, but that no such provisions exist in Scotland.

Conference calls on the national LGBT committee to:

1. Engage with the Scottish Government and other appropriate bodies to support the creation of a similar system to that which exists in England and Wales, to remove historic convictions from criminal records;

2. Raise awareness of the issue through available means of communications;
and,

3. Campaign to expunge the records of all those convicted under homophobic laws.

**Scotland region LGBT group**
National LGBT committee position: SUPPORT

**Amendment 23.1**

In the second paragraph, delete:

All after "conviction" and insert "or caution based on discriminatory laws that are no longer in existence on their criminal record. The continued inclusion of these former offences on criminal records can still have a material effect on people's lives as it deters many from applying for jobs or voluntary work where a criminal record check is required."

In the third paragraph, delete:

All after "people are" and insert "stigmatised as sex offenders and are put off contributing to society, or working in certain professions, in this way".

In the fourth paragraph, insert "some" before "convictions".

In action point 1. insert:

"and cautions" after "convictions".

In action point 3. Delete:

All after "Campaign" and insert "for the deletion from criminal records of convictions and cautions under these discriminatory laws which are no longer in existence."

**Greater London region LGBT group**

**24.* DEALING WITH THE UNCERTAINTY OF WHAT THE BREXIT VOTE MEANS TO THE LGBT COMMUNITY**

Conference notes with disappointment the vote by the British people to leave the European Union (EU). There is much uncertainty within the lesbian, gay, bisexual and transgender (LGBT) community as to how this will affect them.

LGBT people could see an erosion or even removal of hard won equality and employment protections once we are out of the EU. Across numerous areas including health, immigration, employment and asylum leaving the EU could have both short and long term issues.
The Equality Act (EA) introduced in 2010 is underpinned by numerous EU laws and regulations. Without this foundation and protection there is nothing to stop the EA being changed and rights reduced or removed altogether. Discussion of a British Bill of Rights gives cause for concern, particularly when considering LGBT members in Scotland, Wales and Northern Ireland.

According to one of Britain’s leading experts on international LGBT human rights law (Jonathan Cooper), apart from civil partnerships and same-sex marriage, all other LGBT equality legislation that Britain enjoys arose from Europe.

Already the Conservative Government has hinted at changes to human rights legislation and the new Home Secretary, Amber Rudd, voted in favour of repealing the Human Rights Act 1998.

The vote to leave the EU is a victory for the Right, many of whom traditionally have not supported LGBT equality. Alternatives from so-called “Lexit” (supporters of Great Britain from the Left) have not focused on protection for LGBT people.

The decision to leave the EU could also affect those LGBT refugees fleeing persecution in their own country wishing to claim asylum in this country.

There is a huge amount of uncertainty around what is going to happen following the vote and we must continue to fight for our rights.

Conference therefore calls on the national LGBT committee to:

1. Be extra vigilant in watching and campaigning to retain and extend the rights we have fought for;
2. Continue to be a strong voice and be vigorous in their campaigning.

The Eastern region LGBT group
National LGBT committee position: SUPPORT

25. AFTER BREXIT – HOLDING TRUE TO OUR VALUES

Conference condemns the racism, xenophobia and anti-immigrant tone evident in much campaigning in the lead up to the vote on European Union (EU) membership on 23 July. Conference further condemns the lies told about the link between EU membership and the future of the United Kingdom (UK) in relation to the economy, migration, human rights and funding of the National Health Service, amongst other matters.

Conference is deeply concerned about the clear damage to community relations and individual safety, noting the rise in visible, expressed racism and hate incidents and hate crimes since the vote. Conference is further concerned about how it fed the fears of disenfranchised and disadvantaged communities – many traditional Labour supporters – who are experiencing declining living standards and the brunt of swingeing public sector cuts. Members of these
communities who voted to leave the EU were not voting for increased austerity or cuts to public services and benefits.

Conference notes the impact on the lesbian, gay, bisexual and transgender (LGBT) community, which reflects wider society, with increasing fear and division. LGBT people are experiencing increased hatred and may themselves turn against others within our community.

Conference believes it is vital that we reaffirm our values.

We assert:

1. Our commitment to opposing racism, xenophobia and the politics of division;
2. Our determination that hope will succeed over hate;
3. Our opposition to attempts to introduce free trade, low investment, low tax policies across the UK;
4. That the answer to low pay and exploitation is stronger employment rights, collective bargaining and trade union solidarity against racism and prejudice;
5. The need for coherent and effective opposition to the Tory government;
6. That whether living within the EU or not, we are Europeans, and part of a global trade union movement.

Conference calls on the national LGBT committee, working with regional and branch LGBT groups and the national LGBT group caucuses, to:

A. Challenge the politics of hate;
B. Promote reporting of hate incidents and hate crimes and publicise 3rd party reporting options;
C. Promote demands for trade union involvement in Brexit negotiations;
D. Remind our members and the wider LGBT community why we face public spending cuts, promoting alternatives to austerity and the benefits of collective bargaining;
E. Talk to members and potential members about the importance of voting in line with our values in upcoming elections, addressing the sense of dislocation between Westminster and local communities;
F. Work through Labour Link and with LGBT Labour to engage LGBT members in building the most effective opposition to the Tory government;
G. Promote our internationalism as an LGBT trade union group, working with our sister unions, labour internationals and global lesbian, gay, bisexual, transgender, intersex organisation, ILGA.

**National LGBT committee**

National LGBT committee position: **SUPPORT**

26. **TRANS EQUALITY IS EVERYONE’S BUSINESS**

Conference recognises there is still a long way to go to realise equality for all trans people in the United Kingdom (UK), as demonstrated in the Women and Equality Select Committee’s trans equality inquiry report published in January 2016. This report made a number of recommendations following a public consultation with trans communities highlighting the continued challenges trans people experience in almost all aspects of their lives from schools, health service, and employment to treatment in prison.

In July 2016, the Government published their response to the inquiry report and its recommendations. Although there are some acknowledgements and proposed actions on issues raised such as a commitment to report on the previous trans equality action plan and publish a new plan, some key issues remain unresolved as some trans activists and organisations pointed out. For example, the Scottish Transgender Alliance expressed their concern in their statement that “a significant part of the UK Government’s response is weak, as it does not set out concrete proposals for making the necessary changes to improve trans people’s rights and lived experiences”.

It is very disappointing to see that many of the government responses were “seeking further evidence” or “continuing to monitor the situation” without a clear commitment to action for change. However, Conference believes that the transgender equality inquiry report still provides a wealth of information for any public sector providers to develop our understanding of issues and challenges trans service users and employees may face in their access to services and in the workplace. It also helps non-trans lesbian, gay, bisexual (LGB) individuals to learn more about current trans issues.

Conference requests:

1. National lesbian, gay, bisexual, transgender (LGBT) committee and regional groups to raise awareness of the trans equality inquiry report and promote recommendations as a source of understanding on trans equality issues and guidance for good practice;

2. National LGBT committee to work with national executive council to lobby the government and the Labour Party to keep trans equality as a priority, seeking to ensure that the proposed actions are fully implemented;

3. Continue to engage with trans communities – particularly amid the uncertainties following the European Union referendum;
4. National LGBT committee to continue to work on issues affecting those with non-binary gender identities and ensure UNISON’s trans equality work is inclusive of non-binary gender identities.

South West region LGBT group
National LGBT committee position: SUPPORT

27. TRANSPHOBIA – IS THIS THE LAST ACCEPTABLE FORM OF DISCRIMINATION ON TELEVISION?

Over the last 50 years society has made significant progress in adjusting its views on what is deemed to be acceptable when discussing and portraying people from a wide range of minority groups.

Racism, anti-Semitism, religious hatred, disability discrimination, homophobia etc are now commonly viewed as unacceptable. In addition to laws enforcing these issues the media have contributed to this shift in attitude and in recent years presenters and programme guests who have publicly made racist remarks have been dismissed. However where they consistently fall short is in employing celebrities who have outspoken views regarding trans people and whose public comments stir up transphobic abuse.

Germaine Greer is a prominent academic and writer, holding celebrity status within the United Kingdom. She is a very outspoken feminist who has expressed extreme views regarding trans people which are deeply offensive.

Despite this the British Broadcasting Corporation (BBC) continues to invite her to participate in light entertainment and topical shows, including Room 101, Would I Lie To You and Question Time. Some of these are broadcast for many years after the initial screening through the commercial and digital networks.

The issue isn’t limited to Germaine Greer, there appears to be a general view that to mock or poke fun at trans people is acceptable as they are perceived to be a legitimate target.

Last year the BBC screened a show starring Harry Enfield and Paul Whitehouse. The show opened with the greeting of “welcome ladies, gentlemen and transgenders”.

Trans people are not without a sense of humour, or unable to recognise and respect differences of opinion regarding their gender status but mainstream television has not caught up with the fact that transphobia is a real problem for the trans community.

Conference acknowledges the positive work that has been done by the television companies in producing programmes about trans people and their lives but this does not absolve them from their responsibility to ensure their employees and paid celebrities do not behave in a transphobic way.
People in the public eye are role models and the media needs a greater understanding of the negative impact their personal views can have on sections of the community.

Conference calls on the national lesbian, gay, bisexual and transgender (LGBT) Committee to:

1. Work with sister organisations like the Gender Identity Research and Education Society and Scottish Transgender Alliance to challenge transphobia in the media;

2. Work with the national executive council to raise awareness of transphobia in the media encouraging people to complain about negative transphobic portrayal in the media to the appropriate watch-dog organisations;

3. Work with Trades Union Congress LGBT on the portrayal of trans people by the media, paying particular attention to transphobic portrayal and to support the important work carried out by Trans Media Watch in combating prejudiced sensationalist and inaccurate depictions of trans people;

4. Campaign for a more positive portrayal of trans people in the media.

Northern region LGBT group
National LGBT committee position: SUPPORT WITH QUALIFICATIONS

28. TRANS PRISONERS

That this Conference will be aware of the tragic deaths in custody last year of trans women being held in male prisons.

Vikki Thompson who was aged 21 at the time of her death was being held at Armley jail, a category B men’s prison, and had told friends she would kill herself, if she was sent to a male prison. Vikki Thompson had identified as female since her mid-teens. Two weeks after her suicide, Joanne Latham, another trans woman, took her own life, while being held in a centre designed to hold some of the most dangerous men in the country.

Current transgender prison rules state that prisoners should be placed according to their gender ‘as recognised by UK law’, usually as stated on their birth certificate, so unless inmates have obtained a gender recognition certificate they are often held in prisons that do not match up with their gender identity.

A United Nations report dating way back to 2001 found that trans prisoners, especially ‘male to female’ inmates, were at great risk of physical and sexual abuse by prison guards and fellow prisoners, if placed in men’s prisons.

The United Kingdom Government announced in 2015 it is re-examining its policy on transgender prisoners following these deaths. Whilst this move is
welcome, we cannot allow this to lag it already comes too late for Vikki and Joanne; there may be others that we have not heard of. Amazingly, there is no record kept regarding the number of transgender prisoners.

Conference calls on the national lesbian, gay, bisexual and transgender committee to keep up the pressure by:

1. Support discussion by the Trades Union Congress with court and criminal justice services to provide guidance on best practice including recording the number of transgender prisoners;

2. To liaise with other unions to develop a good practice guide for social workers, prison staff and support workers;

3. To support the inclusion of a risk assessment guidance so that in future such tragedies are avoided and that no trans person suffers the indignity and injustice of current practices.

North Lanarkshire branch LGBT group
National LGBT committee position: SUPPORT

Amendment 28.1

In action point 2. delete:

All after "liaise with" and insert "the police and justice service group and other service groups as appropriate to promote the need for good practice guidance for members working in prisons and to work via the TUC with other unions organising in this sector where appropriate".

Greater London region LGBT group

29.* PRE-EXPOSURE PROPHYLAXIS (PrEP) FOR THE FUTURE – UNITED KINGDOM (UK) AWARENESS & ACCESS

Human Immunodeficiency Virus (HIV) may no longer be a death sentence for those who become infected, but did you know there is more individuals can actively do to prevent infection?

HIV has long been synonymous with the lesbian, gay, bisexual and transgender (LGBT) community, yet an important tool with the capacity to halt the spread of infection is not common knowledge, especially in our community.

It should be!

Pre-exposure prophylaxis (PrEP) is the use of anti-HIV medication that keeps HIV negative people from becoming infected. Education is needed to allow people to make an informed choice about the suitability of PrEP for them, as well as getting access to the appropriate medications.
Clinical trials for PrEP began in 2005 and yet in 2016 it is still widely unheard of here in the United Kingdom (UK). Studies, based here in the UK, have concluded that PrEP can dramatically reduce HIV infection rates. Studies in other countries have shown upwards of 99.99% protection.

Globally we are falling behind in the levels of awareness and availability of PrEP.

By tackling the stigma associated with HIV and using all our tools to their fullest, including PrEP, frequent testing and early treatment, we have a real chance of driving transmission rates down to zero.

We, as a community, have the right to information and access to all tools that give us the choice and the ability to take action in protecting ourselves, our partners and loved ones against HIV.

Conference therefore calls on the national LGBT committee to:

1. Help raise awareness of PrEP in the UK and in particular within the LGB&T community;

2. Lobby for access to PrEP within the UK for all.

South East LGBT group
National LGBT committee position: SUPPORT

30.* MAKE HIV PRE-EXPOSURE PROPHYLAXIS (PrEP) AVAILABLE FOR THOSE INDIVIDUALS AT HIGHEST RISK OF HIV INFECTION

Conference notes that after over 18 months of work on pre-exposure prophylaxis (PrEP), in May 2016, National Health Service (NHS) England stated that it is not responsible for commissioning PrEP. However, no alternative suggestions have been given as to where responsibility lies to fund PrEP. NHS England currently procures the drug (Truvada) used in PrEP, as does the rest of the devolved NHS authorities in the United Kingdom (UK), and has recently confirmed it is responsible for funding post exposure prophylaxis (PEP) which also uses Truvada. Yet PrEP is somehow different.

In 2014, 6,151 people were newly diagnosed with human immunodeficiency virus (HIV) in the UK, of that number 3,360 were men who have sex with men (MSM), the highest level of new diagnoses yet. MSM represent almost 55% of people diagnosed with HIV in 2014.

PrEP is the most effective way to protect HIV-negative people, at risk from acquiring HIV and involves people taking anti-HIV drugs when they are at risk of exposure to HIV. The results of the UK based PROUD study of PrEP were published in in September 2015. PROUD evaluated the effectiveness of PrEP in a high-risk group of MSM which reflected “real life” use of the anti-HIV drug as closely as possible. The results showed that PrEP was highly effective at preventing HIV infection. Daily PrEP reduced the number of HIV infections by 86%.
Like HIV treatment, HIV prevention has evolved over time. Condoms are effective at preventing HIV but consistent condom use is not always a reality. Those most at risk of HIV transmission need a range of options and choices to best meet their individual needs and circumstances. PrEP – alongside other prevention interventions such as condom use, behaviour change, and regular HIV testing – must be a part of this. PrEP works, the time for debate on the effectiveness of PrEP is over and this should be fully funded and made available immediately.

Conference calls on the national LGBT committee to:

1. Directly lobby the UK and Scottish governments, and the Welsh and Northern Ireland assemblies to make HIV pre-exposure prophylaxis (PrEP) available for those individuals at highest risk of HIV infection;

2. Show solidarity and support HIV charities in their campaigns to make PrEP available.

Scottish Healthcare branch LGBT group
National LGBT committee position: SUPPORT

31. HOMELESSNESS IN THE LGBT+ COMMUNITY

Conference notes the report from Albert Kennedy Trust (AKT) (2015), which highlights the growing plight of young lesbian, gay, bisexual and transgender (LGBT) people, who find themselves homeless.

The report found that LGBT young people are at a significantly higher risk of exposure to a range of experiences that are associated with becoming homeless – notably parental rejection, familial physical, sexual and emotional abuse, familial violence, and bullying within education, and that they believe their identification as LGBT was instrumental to these experiences.

Once homeless, LGBT youth are more likely to experience targeted violence and discrimination, develop substance abuse problems and be exposed to sexual exploitation than their non-LGBT peers. Such experiences are inevitably linked to significantly higher levels of mental and physical ill health reported by homeless LGBT young people, compared to their non-LGBT peers.

This is compounded by the findings that homeless LGBT young people are less likely to seek help or support, and when they do, they are faced with limited understanding of their experiences, and an assumption of heterosexuality. In a survey of housing providers, even though all of the organisations stated that homeless LGBT young people were likely to have different needs, AKT found that just 2.6% had designed targeted LGBT services that were being implemented and accessed appropriately. Cuts to housing services have made things worse for LGBT homeless people in recent years; although they have multiple and complex needs, agencies are offering increasingly generic support. AKT concluded that homeless LGBT young people are one of the most disenfranchised and marginalised groups within the United Kingdom.
Local authorities across the country are implementing their homelessness policies in such a way that disregards the significantly increased vulnerability of homeless LGBT young people, and not therefore accepting them as having a priority need, and evading the statutory duty that would be placed on them to secure housing for these vulnerable young people. The Supreme Court ruling in the case of Hotak and others (Appellants) v London Borough of Southwark and another (Respondents) [2015] UKSC 30, stated that local authorities must take into account their duties under the Equality Act, focussing on relevant protected characteristics, their extent and likely effect if and when homeless – ultimately deciding whether the applicant is vulnerable and in priority need as a result.

Conference fears that this is not happening and deplores these circumstances; conference calls upon the National Committee to:

1. Raise awareness of and support for the work of organisations like Albert Kennedy Trust in addressing homelessness amongst young LGBT people;
2. Publicise and promote examples of good practice in provision of specialist LGBT housing services and campaign for their adoption in every local authority;
3. Support the call for increased training for homelessness workers to recognise the additional vulnerabilities that can arise for young LGBT people which may trigger the statutory duty to secure housing.

**Newcastle City branch LGBT group**

National LGBT committee position: SUPPORT

**Amendment 31.1**

In the fourth paragraph, after the third sentence, insert:

New sentence: ‘These agencies increasingly rely on the expertise of LGBT charities and community organisations who have limited access to appropriate housing provision and are frequently themselves operating with limited funding and resources.’

**North West region LGBT group**

**Amendment 31.2**

In the fifth paragraph, delete first sentence and replace with:

‘Some local authorities in England and Wales do not consider the potential significant increased vulnerability of homeless LGBT young people and do not take into account sexual orientation or gender identity as a factor when
considering them as being vulnerable and therefore in priority need, thereby meaning that there is no duty to provide accommodation.’

In the sixth paragraph preceding the action points, delete:

‘fears that this is not happening and deplores these circumstances; conference’ and insert ‘therefore’

In action point 3. delete:

‘homelessness workers” and insert “workers in relevant services’;

Delete all after ‘arise for’ and insert ‘homeless LGBT young people.’

Insert new action point 4:

‘4. Liaise with relevant structures of the union to continue the campaign to improve homelessness rights and housing provision for young LGBT people including amending legislation and statutory guidance.’

Lambeth branch LGBT group

32. LOSS OF LGBT SERVICES IN THE VOLUNTARY SECTOR

Conference notes with dismay the number of high profile lesbian, gay, bisexual and transgender (LGBT) organisations that have closed in the last few years. In particular, the closure of Broken Rainbow, the only LGBT charity specifically working to tackle LGBT domestic violence, is a significant loss to our community. Organisations such as Broken Rainbow are essential to providing personalised support, advice and guidance to members of the LGBT community who face issues that mainstream providers are not appropriately trained for.

Conference believes that the cuts to local government funding which may have supported charitable and voluntary organisations, alongside difficulties in these organisations obtaining commercial support and central government grants, has resulted in an environment where LGBT community organisations cannot thrive and may even struggle to survive.

Conference therefore calls on the national LGBT committee to:

1. Highlight the closure of LGBT charitable and voluntary organisations via our communication and social media channels;

2. Produce a campaigning guide to assist branches and regions on how to help at risk LGBT organisations.

North West region LGBT group

National LGBT committee position: SEEK REMITTAL
Amendment 32.1

In the last paragraph:

Delete action point 1. and substitute:

‘1. Subject to gaining the agreement of the Community Service Group or the affected branch, as appropriate, and consulting any other relevant trades union, highlight the loss of LGBT services in the voluntary sector via our communication and social media channels;’

At the end of action point 2.

Delete ‘organisations’ and substitute ‘services, save jobs and protect pay and conditions’.

West Midlands region LGBT group

33. DEMENTIA CARE FOR THE LESBIAN, GAY, BISEXUAL AND TRANSGENDER COMMUNITY

Dementia is a neurological disorder that has wide ranging symptoms, the most common of these being confusion, memory loss and difficulty communicating.

There are currently 850,000 people with dementia in the United Kingdom. This is set to increase to a million within the next 9 years, with 225,000 people being diagnosed this year, that’s 1 every 3 minutes. With an ever ageing population dementia is becoming common place in our lives and regardless of lifestyle none of us are immune. Dementia is not restricted to the frail and elderly, in the Northern Region the youngest person currently receiving support is 47.

As public awareness grows conference notes the significant work that has been undertaken by Aneurin Bevan Health Branch and the efforts they have made to increase awareness and develop campaigns for the production of good practice guidance. Conference also welcomes the good practice paper produced by the National Care Forum focusing on dementia care for the lesbian, gay, bisexual and transgender (LGBT) communities but there remains much more to be done.

Suffering from or having a loved one with dementia is a challenging and difficult thing to come to terms with that requires help and support, especially so when the sufferer is LGBT. Older LGBT people are more likely to be single and live on their own than heterosexual and cisgender people. They are also less likely to have children or regularly see family members, therefore increasing the risk of isolation.

Key national organisations specialising in the field of dementia are lacking in their understanding of the needs and rights of LGBT people and of the Equality Act 2010. They fall short in their awareness of changes in legislation regarding same sex marriage and trans and gender recognition issues. Their general literature rarely acknowledges the specific needs and issues faced by bisexual and transgender people.
This results in them producing guidance to the public, and more worryingly care providers that does not equip them with the knowledge and awareness needed to care for the LGBT community. A lack of understanding about the many life challenges we face, along with any particular medical treatments received can result in a standard of care that causes distress and humiliation to the sufferer and loved ones.

Conference believes no care worker wants to find themselves unwittingly doing this due to a lack of training and education and as a union we do not want our members working in this profession to find themselves in this situation.

Conference calls on the national committee to:

1. Support the call for further research into the impact of dementia on LGBT people and their loved ones;
2. Raise awareness of dementia and the specific issues facing the LGBT community;
3. Encourage members to get involved with progressing these issues by working with lead dementia support organisations in developing care guidelines that meet the needs of LGBT people.

Northern region LGBT group
National LGBT committee position: SUPPORT

Amendment 33.1

In the second paragraph:

After ‘United Kingdom’ add: ‘most of whom live at home’;

Delete ‘an ever ageing population’ and substitute ‘people living longer’;

Delete ‘place’; and,

Delete ‘the frail and elderly’ and substitute ‘older people or to people who are frail in other ways’.

Add a new fifth paragraph:

‘Conference is aware that dementia, as an illness related to Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS), is an increasing issue for long term survivors of HIV and AIDS. Services need to be aware of the specific needs of this community.’

At the end of the seventh paragraph, add:

‘Conference therefore continues to support UNISON’s Save Care Now campaign which links the aims of a more dignified and effective service for
users, including people with dementia, and of improving home care workers’ pay, conditions and training’

In the last paragraph:

After ‘to’ add ‘work with appropriate service groups to’; and,

At the end add ‘4. Continue to promote UNISON’s Save Care Now campaign.’

West Midlands region LGBT Group

Amendment 33.2

Delete first paragraph and replace with:

‘Dementia describes a set of symptoms that may include memory loss and difficulties with thinking, problem-solving or language. It is caused when the brain is damaged by conditions such as Alzheimer's disease or a series of strokes.’

In second paragraph, fourth sentence replace ‘the frail and elderly’ with ‘older people’.

At end of first sentence in third paragraph insert:

‘Conference further notes Alzheimer’s Society guidance for lesbian, gay, bisexual and transgender (LGBT) people living with dementia and the ‘Over the Rainbow’ report on the LGBT people on dementia support and advocacy project, commissioned by Dementia Engagement and Empowerment Project (DEEP).’

In fourth paragraph 4 delete:

‘Suffering from or having a loved one with dementia’ and insert ‘Living with dementia or having a loved one living with dementia’.

Delete:

‘, especially so when the sufferer is LGBT’ and replace with ‘and may raise additional issues for someone who is LGBT’.

At end of fourth paragraph add:

“LGBT people who are not single or may have children may still experience discrimination, disregard of their partners or lack of recognition.’

In sixth paragraph delete:

‘sufferer’ and replace with 'person living with dementia'
In action point 2. add at end:

‘by publicising guidance and research and promoting training such as Dementia Friends’

In action point 3. delete:

‘care’ and after ‘guidelines’ add ‘on living well with dementia and care and support’.

Insert action point 4.

‘4. In liaison with relevant structures of the union, explore possibilities for future joint work with local and national Dementia Action Alliances.’

Disabled LGBT members’ caucus

34. TIME FOR INCLUSIVE EDUCATION

Conference notes that the Time for Inclusive Education (TIE) Campaign is committed to improving access to lesbian, gay, bisexual, transgender, intersex plus (LGBTI+) inclusive education in all Scottish schools. Inclusive education can help tackle homo/bi/transphobia, create a more safe learning environment for all pupils, regardless of their sexual orientation or gender identity, and can also help eliminate the fact that 25% of LGBTI+ school students attempt suicide at least once.

The TIE Campaign focuses on several key areas, including the pursuit of LGBTI+ training for all new teachers as part of their qualification so that newly qualified teachers can more easily be part of the solution.

Conference believes that, as far as possible, this should also apply to existing teachers, many of whom were trained under Section 28, and have never received training in LGBTI+ issues. Conference also believes that no faith school should be exempt from this.

Conference also acknowledges that, while teachers are key educators, classroom assistants, nursery nurses, librarians, careers advisors and others play a part in the educational journey of every student. Conference believes that the same training should be provided for them too.

Conference agrees with the TIE Campaign’s long term goal that there should be at least one teacher in every school fully trained in LGBTI+ issues so that students know there is someone to go to.

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

1. Join with the Scotland Region in acknowledging our support for the TIE Campaign;
2. Publish an article on the TIE Campaign in a future issue of OUT in UNISON.

Scotland region LGBT group
National LGBT committee position: SUPPORT

Amendment 34.1

In first paragraph, delete:

‘25% of LGBTI+ school students’ and replace with ‘25% of LGBT school students’.

Insert new second paragraph:

‘Conference welcomes TIE’s aims of LGBTI+ inclusion but notes that the research it has conducted to date only looks at the experience of LGBT school students and refers to homophobia, biphobia and transphobia. Conference notes that ‘intersex’ is different from gender identity and sexual orientation. There are different and distinctive experiences of people born with intersex bodies that must be explored specifically. It is vital that this distinction is made clear to counteract the widespread misunderstanding and confusion about LGBT and intersex issues.’

In action point 1. add at end:

‘and encourage TIE to work with intersex organisations to develop their work on intersex equality’.

National LGBT committee

35. LGBT FINANCIAL CAPABILITY

Conference will note that there has long been a myth about the “pink pound”, which imagines lesbian, gay, bisexual and transgender (LGBT) people as living wildly hedonistic lifestyles and consuming luxury goods and services out of the reach of the rest of society. The reality is that LGBT people are far more likely to live in poverty. Even when we do not live in poverty, there is evidence that many of us live lives made stressful due to a range of issues that impede our financial capability, which the Money Advice Service defines as, “people’s ability to manage money well, both day to day and through significant life events, and their ability to handle periods of financial difficulty”.

Research into LGBT poverty indicates that we experience material disadvantage compared to our heterosexual and cis-gender peers. The factors that affect poverty in our community include: homelessness, bullying in school and other environments, poorer physical and mental health, lower incomes and social isolation in later life. These and many other factors impact upon our financial capability. OUTreach Liverpool, a community advice project run by Citizens Advice North Liverpool between 2013 and 2016 noted that a significant
number of clients “struggled with financial planning and goal setting”. Outside of this and other brief observations there has been little if any major research in the United Kingdom that specifically focuses on LGBT financial capability and the best means to improve it.

Conference calls on the national LGBT committee to recognise and address LGBT financial capability needs by:

1. Continuing to support research into LGBT poverty and establishing the need for detailed, specific research into LGBT financial capability;

2. Encouraging advice agencies, LGBT community groups and services and others to specifically address the financial capability needs of the LGBT community by taking part in the Money Advice Service’s national What Works programme, which offers funding to research the most effective means to tackle the issue;

3. Calling on branch and regional LGBT groups to ensure that they engage with their branches and regions on raising awareness of both LGBT poverty and financial capability.

North West region LGBT group
National LGBT committee position: SUPPORT

36.* DECRIMINALISATION FOR SAFETY

Conference notes that UNISON’s current policy on sex workers is to support proposals which decriminalise the selling of sex acts while criminalising the purchase of sex acts and those who profit from the sale of others. Further, the 2016 national women’s conference voted to condemn Amnesty International’s 2015 policy supporting the total decriminalisation of sex work.

Conference further notes that many lesbian, gay, bisexual and transgender (LGBT) members take a different view. Following evidence, including the latest report from Amnesty International in Norway of the harms caused by the ‘Nordic model’ of criminalising sex purchases, conference believes it is time for UNISON to reconsider its position and call for full decriminalisation of all forms of commercial sexual activity, for the safety and well-being of all people who sell sexual services.

Conference believes there is extensive evidence to show that criminalisation of any kind, including of buyers, increases harm to sex workers, particularly to the most vulnerable sex workers who are disproportionately likely to be trans, lesbian, gay or bisexual, disabled and/or people of colour. Sex buyer laws do not decriminalise sellers (as is often claimed) and reports of policing in Norway and Sweden show that these laws are used extensively against Black women. The latest Norwegian research by Amnesty International details the extensive harm including forced eviction, deportation and denial of medical care used against women selling sex, with Nigerian nationals particularly targeted. Globally, research shows that sex workers experience huge levels of police violence, and many consider police violence a greater risk that violence from
clients. Even in countries where the selling of sexual services is not a criminal
offence, such as the United Kingdom (UK), many other laws criminalise
activities surrounding it, including the criminalisation of sex workers who are
working together for safety.

Conference notes that LGBT people, especially trans people, are at more risk of
living in poverty. They are also more likely to have limited working options,
particularly in countries where medical transition is difficult, costly, slow or
otherwise restricted. This includes the UK, where National Health Service
waiting times for transition-related healthcare are incredibly long. For many, sex
work may be one of very few options available. Criminalisation increases both
danger and poverty.

Conference believes that people cannot be criminalised into safety. We believe
that the path to ending sex work is the eradication of poverty. We believe that
decriminalisation for safety’s sake offers the most immediate improvement to
the lives of sex workers in the UK and globally, improving the relationship they
have with the police and allowing the very real issue of exploitation to be
addressed.

Conference therefore calls on the national LGBT committee to encourage
discussion of these issues in regional and branch groups, widening the dialogue
and making available information and evidence. This should include
information about the

impact of legislation targeting sex buyers, the call for full decriminalisation and
Amnesty International’s policy on state obligations to respect, protect and fulfil
the human rights of sex workers.

Transgender Members’ Caucus
National LGBT committee position: SUPPORT

37.* PROTECTING THE HUMAN RIGHTS OF SEX WORKERS

Conference recalls that the resolution “LGBT and sex worker organising and the
fight against HIV” adopted by 2015 lesbian, gay, bisexual and transgender (LGBT)
conference recognised that:

1. Amnesty International’s decision making forum, the International Council
Meeting (ICM), had voted to adopt a policy to protect the human rights of
sex workers and to advocate for the decriminalisation of sex work, and
that 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, trans, women's rights, feminist,
human immunodeficiency virus/acquired immune deficiency syndrome
(HIV/AIDS), human rights and migrants' rights organisations;

2. The World Health Organisation 2014 guidelines 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, recommend that countries decriminalise same sex behaviours, non-conforming gender identities and sex work;

3. Significant developments internationally had strengthened the links, particularly in Africa, Asia and Latin America, between LGBT organising, sex worker organising and the fight against HIV;

4. The national LGBT committee should work to facilitate dialogue on the issue of criminalising those who purchase sex acts and raise these issues with the national executive council (NEC), with a view to reviewing and advancing UNISON policy in this area.

Conference therefore welcomes Amnesty’s publication in May of its “Policy on state obligations to respect, protect and fulfil the human rights of sex workers”, which includes advocating for the decriminalisation of consensual sex work.

Conference further welcomes the recommendations in the July 2016 House of Commons Home Affairs Select Committee interim report on its Inquiry into Prostitution that the criminalisation of sex workers in England and Wales should end, and that the government should immediately change existing legislation so that soliciting is no longer an offence and amend the laws on ‘brothel keeping’ so as to allow sex workers to share premises rather than risk working alone.

Conference notes that the Committee’s inquiry is continuing and will be looking, in regard to changing the laws on buying sex, at the various legislative models, including the model of full decriminalisation used in New Zealand and the “sex buyers law” as operated in Sweden.

Conference therefore believes that UNISON needs to review its existing policy, adopted in 2010, which calls for the introduction of a sex buyers law. Conference therefore instructs the national LGBT committee to continue to work to facilitate dialogue within the LGBT group around these issues and to:

A. Raise these issues with the NEC;

B. Offer solidarity to international groups working to organise sex workers where this is linked with the fight against HIV and for LGBT rights;

C. Publicise, within UNISON, the link between sex workers organising internationally and improving health and social justice for people living with HIV and LGBT people;

D. Report back to 2017 LGBT Conference.

**Greater London region LGBT group**

National LGBT committee position: **SUPPORT**
38. WORKING GLOBALLY FOR LGBT RIGHTS

Conference welcomes the establishment in June 2015 of the All Parliamentary Party Group (APPG) on Global Lesbian, Gay, Bisexual and Transgender (LGBT) Rights, which “aims to support and enhance LGBT rights around the world and to ensure that the UK, other governments and civil society collectively adopt the most effective policies to champion and protect such rights”.

It notes that the APPG’s first major initiative was to conduct an inquiry entitled “The UK’s stance on international breaches of LGBT rights” and that it published a report on the findings of that inquiry in April 2016. The inquiry found that:

1. There is a pressing need for the development and implementation of a coherent, co-ordinated cross-departmental government strategy for promoting equality for LGBT people around the world;

2. Departmental commitments to support the rights of LGBT people need to receive meaningful investment and political support to ensure effective implementation, including in the Department for International Development (DFID), Foreign and Commonwealth Office (FCO), and the Home Office.

Conference further notes that the recommendations in the report included:

3. The development of a cross-departmental strategy for promoting equality for LGBT people globally across the FCO, DFID, Government Equalities Office and Department for Business, Innovation and Skills (as it was then called);

4. The establishment of a stakeholder steering group, drawn from civil society, business and other stakeholders, to help guide the development and implementation of this strategy;

5. The APPG should work with civil society organisations in the United Kingdom (UK) and internationally and utilise its convening power to highlight issues and agree effective responses.

Conference welcomes these recommendations, and the recognition in the report that “we need to ensure that the stances taken in the UK, whether by the government, politicians, civil society or businesses are effective, and also that interventions are not counter-productive” and that “it is vital for stakeholders in parliament, government, the private sector and civil society to take their lead from local LGBT communities”.

Conference notes that the report only has a brief reference to trade unions, which recognises that “there is a particular role” for the trade union movement in relation to workplace discrimination, and that there is a need for further research to “understand better the role of trade unions in establishing good practice
regarding sexual orientation and gender identity, disseminating that good practice and building international consensus on anti-discrimination and anti-homophobia in global trade union forums."

Conference therefore instructs the national LGBT committee, working with the Trades Union Congress and other organisations as appropriate, to seek:

A. Discussions with the APPG about the role of trade unions and the work of UNISON to promote LGBT equality internationally;

B. Implementation of the recommendations relating to the development of a coherent, co-ordinated cross-departmental government strategy for promoting equality for LGBT people globally, and to the allocation of the resources needed to ensure effective implementation of departmental commitments;

C. Representation in the stakeholder group.

**National LGBT committee**
National LGBT committee position: **SUPPORT**

39. **ILGA - EUROPEAN SOLIDARITY**

Conference notes our union’s rich history of international work and the increased importance of having a global perspective in many areas of our work. Conference recognises that UNISON’s lesbian, gay, bisexual and transgender (LGBT) group also has a strong tradition and practice of undertaking international work and regularly engages with and plays an important role within ILGA (International lesbian, gay, bisexual, transgender and intersex association) and ILGA-Europe (IE). IE is an international non-governmental umbrella organisation bringing together 407 organisations from 45 countries across Europe.

UNISON continues to ensure that LGBT issues are raised in the different international forums in which we work and that trade unionism is raised in all LGBT forums in which we engage. UNISON has been instrumental in increasing recognition by global and European trade unions of LGBT workplace discrimination and different ways to address it.

2016 is IE’s 20th anniversary. It describes its mission: “First and foremost, ILGA-Europe’s focus is on empowering and training activists who work to advance the rights of LGBTI people in different European countries. A strong movement that is able to adapt and respond effectively to changing environments is key to making the change we seek a reality. By ‘change’ we mean both European level change, as well as the realisation of change domestically. European human rights standards can help drive change within countries, just as much as we also need strong domestic organisations to push for European level change.”

Whilst there has been great strides in advancing LGBT equality over the last 20 years, in many countries LGBT voices are still not being heard loudly enough at
either a National or European level and we need to keep pushing for greater protection for LGBT individuals – both within workplaces and wider civil society. Indeed whilst some countries have taken steps forward in terms of equality and greater recognition of the human rights of LGBT people, others have taken vast steps backward. The full impact of Brexit within the United Kingdom (UK) is currently unknown. Many of us despair about the uncertainty around continued domestic LGBT rights and fear protections for LGBT people could be easily unpicked. It is important to remember that most LGBT equality legislation that Britain enjoys originally arose from Europe.

A significant piece of work that IE undertakes each year is the Rainbow Map and annual review of the equality situation for LGBT people in different European countries. In the 2016 annual review there was a greater emphasis on employment protections and workplace issues. Conference notes that the UK dropped from first place in the review (2013, 2014, 2015) to third place in 2016.

Conference calls on the national LGBT committee to continue to:

1. Promote an internationalist perspective amongst LGBT members;
2. Encourage LGBT members, LGBT self-organised groups and branches to support ILGA;
3. Encourage regional LGBT groups to become members of ILGA;
4. Work with the national executive council international committee to encourage initiatives for LGBT equality.

South West region LGBT group
National LGBT committee position: SUPPORT

40. LGBT EQUALITY IN THE COMMONWEALTH

Conference notes that the 53 Commonwealth states comprise a quarter of United Nations member states and a third of humanity. The Commonwealth defines itself as a free and equal association of nations committed to the core principles of democracy, human rights, equality, non-discrimination, opportunity for all, liberty of the individual and human dignity. Yet 40 Commonwealth member states retain laws criminalising same-sex relations, which are largely a legacy of British colonialism. Trans people also face widespread violence and abuse, though this is less well documented. Stigma and discrimination helps to fuel the HIV/AIDS (Human Immuno-deficiency Virus/Acquired Immune Deficiency Syndrome) epidemic as vulnerable groups are marginalised and unable to access prevention, treatment and care services.

Conference recognises, however, that there are signs of progress being made on the rights of lesbian, gay, bisexual and transgender (LGBT) people around the Commonwealth, and welcomes:
1. The establishment of the Commonwealth Equality Network (TCEN), the first civil society group to advocate on behalf of LGBT people within the Commonwealth institutions and Commonwealth Civil Society, with 35 member organisations from 30 Commonwealth countries;

2. The higher profile of LGBT human rights at the last Commonwealth Heads of Government meeting (CHOGM) in Malta in November 2015, with the inclusion in the People’s Forum (the civil society meeting that runs alongside the formal CHOGM) of two sessions dedicated to discussion of LGBT issues;

3. The strong statements on LGBT rights that have been made by the Commonwealth Secretariat, including that by the then Secretary-General, Kamalesh Sharma, on the International Day against Homophobia, Transphobia and Biphobia in 2015, where he said that stigma and discrimination against LGBT people is "unacceptable: it robs millions of our fellow citizens of the right to live lives of dignity, undermining their mental and physical health, and sense of well-being" and that "It flies in the face of our core values of equality and non-discrimination.";

4. The publication in April by TCEN, Kaleidoscope Trust and the Royal Commonwealth Society of "A Commonwealth Toolkit for policy progress on LGBT rights" which aims to show how some Commonwealth countries have made progress on LGBT rights and presents good practice that other governments can learn from.

Conference notes that the new Secretary-General, Baroness Patricia Scotland, has committed to promoting dialogue on LGBT issues during her tenure, and that the next CHOGM will be held in the United Kingdom (UK) in 2018.

Conference therefore calls on the national LGBT committee to:

A. Explore potential ways of giving support to the work of TCEN;

B. Work with other appropriate organisations to seek the inclusion of LGBT rights issues as a substantive item on the agenda of the 2018 CHOGM;

C. Continue to press the UK government, Scottish Parliament and Wales and Northern Ireland Assemblies to support LGBT rights internationally, including through the UK’s participation in the Commonwealth.

National LGBT committee
National LGBT committee: SUPPORT

41. PALESTINE

1. The adoption by UNISON national delegate conference 2016 of the motion “Don’t silence the occupation of Palestine”, which highlighted the introduction of new laws in Britain, the United States of America and Israel that seek to undermine the growing success of the Boycott,
Divestment and Sanctions (BDS) movement, and instructed the National Executive Council (NEC) to:

A. Campaign for the repeal of restrictive laws which seek to silence those who campaign for Palestinian rights;

B. Continue to campaign for an end to the illegal occupation of East Jerusalem and the West Bank and the blockade of Gaza;

C. Defend the right of the Palestine Solidarity Campaign (PSC) to support the rights of the Palestinian people without intimidation or harassment, and encourage all branches to affiliate;

D. Pursue the policies and strategy previously decided by national delegate conference, with particular reference to positive BDS campaigning;

E. Develop practical arrangements in conjunction with regions to promote and sustain, fund by fund, the lines of action recommended in the NEC guidance “Palestine: Is Your Pension Fund Investing in the Occupation?” and to monitor outcomes;

2. The UNISON delegation to Palestine and Israel in April 2016 and the inclusion in the delegation’s report of the recommendation that the NEC should work with the self-organised groups “to support their campaigns on the rights of Palestinians and human rights defenders”

3. UNISON’s continuing support for PSC and the ‘No to Pinkwashing’ group

Conference recognises that lesbian, gay, bisexual and transgender (LGBT) people continue to be one of the primary targets of the ‘Brand Israel’ campaign, designed to change Israel’s image from that of a country in a state of war to that of a ‘liberal and modern’ tourist destination, and a campaign specifically aimed at trying to undermine support in LGBT communities for the Palestinian people.

Conference believes that there can be no Pride in a state that is brutally repressing the Palestinian people, whatever their sexual orientation or gender identity; where LGBT Palestinians, like all Palestinians, are living under siege and occupation, and which operates apartheid laws and practices. Conference affirms that LGBT people should not be going on holiday to Israel, and be sitting on the beach in Tel Aviv or going to Tel Aviv Pride while, just an hour’s drive away, Palestinians are living under siege in Gaza.

It therefore instructs the national LGBT committee to continue to work with the NEC and International Department to:

I. Encourage LGBT members, branch and regional groups to take up actions in support of Palestinian rights;

II. Publicise the work of PSC, and encourage LGBT people to become members;
III. Promote UNISON policy and the guidance on pension funds;

IV. Develop its links with Palestinian LGBT organisations and assist PSC to build links with LGBT communities;

V. Give appropriate support to the ‘No to Pinkwashing’ campaign.

**Greater London region LGBT group**
National LGBT committee position: **SUPPORT**

**Amendment 41.1**

In the third paragraph, second sentence delete:

‘affirms that LGBT people’ and insert:

‘believes that we need to step up our campaigning work to raise LGBT people’s awareness why they’

Add new action points as follows, and renumber existing action points II – V accordingly:

‘II. Step up our campaigning work to raise LGBT people’s awareness as to why they should not go on holiday to Israel;

III. Publicise the UNISON delegation’s report and encourage regional LGBT groups to invite a member of the delegation to be a speaker at a group meeting or other appropriate event;’

**Lambeth branch LGBT group**

**42. STANDING TOGETHER FOR EQUALITY**

Conference notes that UNISON was founded on the principles of solidarity and equality. These principles are vital for our union and also vital for a strong society where all can thrive.

Conference is concerned about the voice and validation given to division and scapegoating in campaigning around the European Union (EU) referendum. The debate paid scant attention to the actual impact of EU membership, with much focus on Black communities and faith groups and on migrant workers from outside the EU. The post-referendum spike in hate crime is well-documented. As ever, the levels of unreported hate crime and the fear of hate crime far exceed reported levels.

Conference notes that Black and migrant lesbian, gay, bisexual and transgender (LGBT) workers and LGBT workers from minority faith communities face particular vulnerability in this climate. They face a range of issues and may face more depending on the outcome of Brexit negotiations. For example, same sex couples where one partner is a non-United Kingdom (UK) EU national
and the other is a third country (outside EU) national may not only lose the right to stay in the UK but on leaving, not have their partnership recognised elsewhere. There may also be issues for people seeking to leave abusive relationships.

Conference believes our response to this damage to community solidarity must be as broad in scope as the hate-filled claims that fuelled it.

Conference welcomes new materials from UNISON on standing together and challenging prejudice, encouraging members to have the confidence to speak up against racism in the workplace.

In this context, conference calls on the national LGBT committee to review and refresh its anti-far right strategy and materials, engaging regional LGBT groups in discussion and collating best practice campaigning, educational and organising examples.

Black LGBT members’ caucus

43. SECURING BLACK LGBT PERSPECTIVES AND PARTICIPATION

Conference welcomes the wealth of policy, good practice, advice and resources that we have built up over the past decades of lesbian, gay, bisexual and transgender (LGBT) organising. These include much policy and good practice in organising, bargaining and campaigning on Black LGBT equality.

However, conference notes the continuing challenge of disseminating information and resources, leading to knowledge gaps and reinventing of wheels. Despite the vibrancy of our group there are still many LGBT UNISON members unaware of our self-organised group. Despite our strongly held values on challenging multiple discrimination and well-established national practice on fair representation, many local LGBT activities do not acknowledge or address the full diversity of our LGBT group, with Black LGBT members under-represented.

Conference acknowledges that there is not one simple solution to getting information to individual LGBT members, or to tackling the barriers to Black LGBT participation. However, equality impact assessment is a well-established tool for checking unintended consequences and identifying overlooked opportunities to embed equality.

Conference calls on the national LGBT committee, working with regional LGBT groups and our national caucus networks, to:

1. Review how information and materials are disseminated, looking at a range of formats and routes including social media, and identify new opportunities for effective communication with members;

2. Seek to embed equality impact assessment as part of the working practice of our self-organised group at all levels, so that Black LGBT equality is threaded through everything we do;
3. Collate best practice on encouraging Black LGBT participation, including examples of mentoring and peer support, and promote via Out in UNISON and at LGBT conference;

4. Continue to monitor fair representation in UNISON LGBT internal meetings and external delegations, urging regional and branch groups to do the same, and to act on the findings.

Black LGBT members’ caucus

44. GETTING THE BEST FROM SMART PHONE TECHNOLOGY

Conference notes that modern technology has helped to shrink the world and make communication with those at home and in other countries easier and almost instantaneous. It provides us with opportunities we could never have imagined a few years ago, including in terms of trade union organising. However, it also introduces new and unforeseen risks which can be damaging both personally and in the workplace.

Conference welcomes the introduction of smart phone applications (apps) that have a range of uses: finding where meetings are being held, quick communication, networking, sending links, sharing information and many others. One example is the introduction of the UNISON conference app, which has proved very popular among delegates and visitors with smart phones, making conference documentation more manageable and allowing for instant updates and reminders.

Phone apps also have a social side, providing a way for lesbian, gay, bisexual and transgender (LGBT) members to make contact with each other and develop friendships and relationships. Such apps allow people to make contact without having to venture onto the scene, which not all LGBT people feel comfortable visiting. They also facilitate social and political networking where lack of physical access or financial resources can place insurmountable barriers. This can be particularly valuable for disabled LGBT people.

However, conference is concerned at the growing number of risks and dangers. These include the volume of hate and abuse on social media, with extreme misogyny, racism and disablism all too common. Receiving such hate and abuse can have a huge effect on a person’s mental wellbeing and impact badly on their work performance. Personal physical safety can also be an issue – homophobic attacks have taken place when people have arranged to meet others using dating apps. Further, people can fail to protect their privacy on social media, placing inappropriate personal information in the public domain, which can impacting on their work, sometimes resulting in disciplinary action.

Conference calls on the national LGBT committee to:

1. Raise awareness of the benefit and the dangers of social media and smart phone apps;
2. Promote advice on how to keep yourself safe when using social media and smart phone apps;

3. Encourage reporting of hate crimes perpetrated on social media, publicising how to do so;

4. Continue to campaign against all forms of discrimination in the LGBT community.

Disabled LGBT members’ caucus

45. EQUALITY SINCE THE 2010 EQUALITY ACT – REGRESSION INSTEAD OF PROGRESSION

Conference notes that in June 2016 the United Nation’s (UN) Committee on Economic, Social and Cultural Rights considered the sixth periodic report of the United Kingdom (UK) on the implementation of the International Covenant on Economic, Social and Cultural Rights. It found the UK government’s austerity measures and social security reforms were in breach of their obligations to human rights.

Drawing on evidence from the Just Fair coalition, the report cites factors including increased reliance on foodbanks, unemployment rates, the housing crisis and mental health care. It emphasises problems with the Government’s welfare reform including ‘bedroom tax’.

The UN committee stated it was ‘seriously concerned’ about ‘the disproportionate adverse impact that austerity measures’ have on disadvantaged and marginalised groups, specifically women, children, disabled people, low-income families and families with two or more children.

The UN also expressed concerns over:

1. Unemployment which continues to disproportionately affect disabled, Black and young people;

2. High levels of part-time, temporary work and the use of zero hour contracts;

3. Insufficient national minimum wage;

4. Trade Union Act 2016 limiting the right to industrial action;

5. Violence against disabled women;

6. Increased risk of poverty for disabled people;

7. Restriction of access to justice;

8. Significant rise in homelessness;
9. Plan to replace the Human Rights Act with a British Bill of Rights;

10. Access to health care and cuts to mental health services.

All of these are issues for disabled LGBT people, which we have campaigned on.

Furthermore, in March 2016, a House of Lords Select Committee investigated the Equality Act 2010 and disability equality. It concluded that the Government is failing in its duty of care to disabled people. It found that the situation has worsened for disabled people since 2010, in many areas of their lives. The Select Committee has criticised that the Government response to their report as inadequate. Intersectional experience of LGBT disabled people and Black LGBT disabled people are not mentioned in this report: a missed opportunity.

The UN Committee recommended the UK bring into force the proposed Equality Act provisions on a public sector duty to give due regard to socio-economic disadvantage and the prohibition of intersectional discrimination.

Conference calls on the national LGBT committee to work with relevant structures of the union to:

A. Continue our campaign to protect the Equality Act 2010 and for the introduction of the socioeconomic duty and prohibition of multiple discrimination;

B. Call for research and reports on equality to consider intersectional experiences;

C. Lobby for action on the UN and Select Committees’ recommendations.

Disabled LGBT members’ caucus
MOTIONS TO NATIONAL DELEGATE CONFERENCE 2017

NDC 1. WORKING GLOBALLY FOR LGBT RIGHTS

Conference celebrates our union’s rich history of international work and recognises that the lesbian, gay, bisexual and transgender (LGBT) group has incorporated this into its own work. UNISON continues to raise LGBT issues in the different international forums in which we work and raise trade unionism in all LGBT forums in which we engage.

Conference notes that the 53 Commonwealth states comprise a quarter of United Nations member states and a third of humanity. The Commonwealth defines itself as a free and equal association of nations committed to the core principles of democracy, human rights, equality, non-discrimination, opportunity for all, liberty of the individual and human dignity. Yet 40 Commonwealth member states retain laws criminalising same-sex relations, which are largely a legacy of British colonialism. Trans people also face widespread violence and abuse, though this is less well documented.

Conference recognises, however, that there are signs of progress being made on the rights of LGBT people around the Commonwealth, and welcomes:

1. The establishment of the Commonwealth Equality Network, the first civil society group to advocate on behalf of LGBT people within the Commonwealth institutions and Commonwealth Civil Society, with 35 member organisations from 30 Commonwealth countries;

2. The higher profile of LGBT human rights at the last Commonwealth Heads of Government meeting (CHOGM) in 2015, with two sessions on LGBT issues included in the People’s Forum - the civil society meeting that runs alongside the formal CHOGM;

Conference notes that the new Commonwealth Secretary-General, Baroness Patricia Scotland, has committed to promoting dialogue on LGBT issues during her tenure. The next CHOGM is in the United Kingdom (UK) in 2018.

Conference further notes the inquiry by the All Parliamentary Party Group (APPG) on Global LGBT Rights 2016 into “The UK’s stance on international breaches of LGBT rights” found “a pressing need” for the development and implementation of a coherent, co-ordinated cross-departmental government strategy for promoting equality for LGBT people around the world, and that departmental commitments to support the rights of LGBT people need to receive meaningful investment and political support to ensure effective implementation.

Conference welcomes the recommendations in the inquiry report for the development of a governmental cross-departmental strategy and the establishment of a stakeholder steering group to help guide its development and implementation.
Conference also welcomes the recognition in the report that “we need to ensure that the stances taken in the UK, whether by the government, politicians, civil society or businesses are effective, and also that interventions are not counter-productive” and that “it is vital for stakeholders in parliament, government, the private sector and civil society to take their lead from local LGBT communities”.

Conference therefore calls on the national executive council to work with the national LGBT committee to:

A. Work with other appropriate organisations to seek the inclusion of LGBT rights issues as a substantive item on the agenda of the 2018 CHOGM;

B. Seek discussions with the APPG about the role of trade unions and the work of UNISON to promote LGBT equality internationally, and representation in the stakeholder group;

C. Press for implementation of the APPG’s recommendations on development of a cross-departmental government strategy and allocation of the resources needed to ensure effective implementation.

National LGBT committee

NDC 2. STANDING TOGETHER FOR LGBT EQUALITY

Conference believes UNISON’s championing of public services and public service values has never been more important. Conservative government austerity cuts have left public services reeling, struggling to meet ever rising demand from services users. Service user needs become greater and more complex as they struggle with financial insecurity due to stagnant or falling wages, redundancy and welfare cuts, insecurity and fears for the future. Yet the Conservative government bulldozes ahead with its anti-public service, anti-worker, anti-trade union propaganda, presenting our hard won safety net of workers’ rights and human rights as bureaucratic red tape, to be cut away.

Conference further believes that the voice and validation given to division and scapegoating in campaigning around the European Union (EU) referendum continue to distort public debate. Referendum campaigning paid scant attention to the actual impact of EU membership, with much focus on Black communities and faith groups, and on migrant workers from outside the EU. It fed the fears of disenfranchised and disadvantaged communities. Conference condemns the racism, xenophobia and anti-immigrant tone evident in much campaigning; conference expresses concern about the clear damage to community relations and individual safety and to values of solidarity and equality.

With the public service equality agenda increasingly pushed to the side, conference is further concerned that minority public services which never had popular appeal are at risk of disappearing altogether. Authoritative research carried out for UNISON in 2013 found:
1. Lesbian, gay, bisexual and transgender (LGBT) people were facing greater financial hardship, problems finding safe accommodation and increased marginalisation and invisibility;

2. A reduction of specialised LGBT services, including housing support and homelessness services, anti-hate crime and youth services, support and help-line services, mental health and sexual health services, and gender identity services, at exactly the time these services were more needed than ever;

3. A fear that progress on challenging anti-LGBT discrimination was being reversed and that homophobia, biphobia and transphobia were on the rise again;

4. LGBT concerns and needs are treated as less important: a ‘nice thing to do’ that could be dropped in harder times;

5. A loss of valuable LGBT staff and staff with specialist knowledge that was difficult to replace.

Conference welcomes further research carried out in 2016 to update these findings. The updated findings are an important campaigning tool to show the damage wrought by the Tory’s failing austerity policies. They show the urgency of defending services that meet the needs of our diverse communities – services that save lives.

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

A. Publicise the research findings as widely as possible, as part of our campaign against austerity and for public services;

B. Use the findings to inform our work through Labour Link to influence Labour Party policy and priorities;

C. Use the research as a recruitment tool, highlighting the need to be in a union at a time of savage cuts to LGBT people’s jobs and worsening conditions;

D. Continue to push UNISON’s public service and equality values in the face of low pay, exploitation and division, challenging the politics of hate and urging individuals and communities to stand together for equality.

National LGBT committee
MOTIONS NOT ADMITTED TO THE AGENDA

TIME TO ADD +

Conference we have used the title lesbian, gay, bisexual and transgender (LGBT) for a while now and this name was created to reflect the people we support in our self-organised group. As we know we have become more inclusive over recent years and have recognised there is a wide spectrum of people who we wish to support and have as members of our group. In wider society we have seen this inclusion included by adding various letters to the acronym LGBT, for example some add the letter I to include ‘intersex’ to name one.

We believe we should reflect our inclusive nature but do not wish to lose our well established identity as the LGBT self-organised group. We believe this can be accomplished if we were to be formally known as LGBT+ as this would signify our intention to include other groups of people but also retain our current well recognised identity.

We believe this name change should be completed and the appropriate steps taken to achieve this.

Conference instructs the LGBT national committee to look at the requirements for this name change to be completed and to submit any necessary rule changes required to national delegate conference 2017 with the ambition these rules changes will be passed and our updated name be in place for our conference in 2017.

Leicestershire Police branch LGBT group

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

WHAT DOES BREXIT MEAN FOR LGBT RIGHTS?

Conference notes that on the 23rd June the United Kingdom (UK) voted to leave the European Union (EU). Conference also notes that many UK Equality Laws are enshrined in EU Directives.

Since the UK voted to leave the EU, there has been a considerable rise in hate crime and far right organisations appear to see the result as a licence to voice and enact their bigotry and hatred. An example of which was a particularly vocal incident in Covent Garden, where a group of men chanted “First we'll get the Poles out, then the gays” to Rule Britannia.

Conference further notes that previous Tory Governments have brought in legislation such as Section 28 and that the recent Tory leadership saw the majority of contenders opposed same sex marriage in 2013, Andrea Leadsom, Dr Liam Fox, David Hammond, not forgetting Stephen Crabb who was also linked to Christian Action Research and Education (CARE), who advocate ‘Gay
Conversion’, in the running to become the next British Prime Minister. As David Cameron resigned as Tory leader and Prime Minister, we hear that his successes include the introduction of same sex marriage, however, when you look at the votes cast in Parliament, 128 Tories voted against and Cameron relied on Labour and the LibDems to get the legislation passed. These are the same Tories, who under David Cameron's leadership were keen to scrap the Human Rights Act and replace it with a British Bill of Rights.

Conference, can we really trust the Tories to uphold the rights that we have today? With Theresa May as the new Tory leader and Prime Minister who supported civil partnerships and same sex marriage talking of fairness and equality, whilst her new Cabinet features more opponents of same-sex marriage than David Cameron’s did.

The lesbian, gay, bisexual and transgender (LGBT) community has come a long way in terms of acceptance and equality, and will not be pushed into the darkness again. UNISON members can be proud of what we have achieved and we will not tolerate the removal of laws that protect us at work, at home and in our communities, or legislation that seeks to weaken current laws that assists us to bring perpetrators of homophobic attacks to justice.

Therefore conference calls on the national LGBT committee to:

1. Oppose and condemn any changes or removal of the Human Rights Act;
2. Oppose and condemn any removal or changes to current equality legislation;
3. Work with Labour Link and sympathetic Members of Parliament and organisations to keep LGBT rights on the political agenda;
4. Seek to ensure that full equality impact assessments are carried out on any proposals coming forward from Brexit negotiations;
5. Work with regional LGBT groups to identify members to lead on Brexit and offer them support and training as needed.

Northern region LGBT group

This motion has been ruled out of order as the action called for is insufficiently clear.

‘PREVENT’ AGENDA IN SCOTLAND

Conference deplores the passing of the Counter – Terrorism and Security Act 2015 despite considerable opposition, in particular:

1. Suggestions in Scotland ‘Prevent’ Guidance that existing bodies monitoring equality duty compliance could be used for ‘Prevent’ purposes with severe negative consequences for equality;
2. The likelihood that ‘Prevent’ requirements for monitoring use of premises will lead to difficulties in finding meeting rooms;

3. The possibility of personal information being shared without consent;

4. Vague, broad definitions of terrorism, including ‘nonviolent extremism’, potentially applying to lesbian, gay, bisexual and transgender (LGBT) campaigning and other activism;

5. The targeting of Muslims;

6. The possibility of LGBT young people being targeted as ‘at risk’ of engaging in extremism;

7. The likely pressure on members to act as police spies, particularly on Muslims;

and,

8. The consequent legitimising of Islamophobia, xenophobia and racist views.

Conference calls on the national LGBT committee to work with all relevant bodies within UNISON, especially Self Organised Groups, political and International Committees to:

A. Actively campaign against the use of ‘Prevent’ in education, local government and services; and register with Westminster and Scottish Governments our absolute opposition to any member involvement in state surveillance;

B. Lobby MPs and campaign to repeal ‘Prevent’;

C. Obtain information from branches as to how ‘Prevent’ is being used, whether members are being forced to implement it and any particular impacts on LGBT members and service users;

D. Reaffirm our opposition to racism in all its forms;

and,

E. Support any member who experiences difficulties as a result of resisting ‘Prevent’.

Scotland region LGBT group

This motion has been ruled out of order as it is more appropriate for it to be referred to the appropriate service groups.
CARING ABOUT LGBT CARERS

That this Conference acknowledges the vital role unpaid carers contribute to the economy and society, particularly in a time of cuts to services and support within the welfare system. More than three quarters of a million people in Scotland and 29,000 young carers provide care and support to thousands of older and/or disabled people they still remain an isolated group within their communities and are often failed by education and care services. If young carers in the main are still marginalised, then lesbian, gay, bisexual and transgender (LGBT) carers can only be regarded as invisible.

Conference cannot be certain how many LGBT carers there are in Scotland, as sexual orientation and gender identity are not routinely monitored. However, there will be many thousands. The contribution carers make to the Scottish economy and the wide-reaching impact caring has on carers' lives is well documented, but far less information is available about the experience and contribution of LGBT carers and in particular the isolation that they may be experiencing.

Conference understands that, whilst LGBT carers share many of the same concerns, LGBT carers have distinct concerns and face additional barriers. Being LGBT matters a lot in the delivery of care and support services. Successive studies have shown that LGBT carers are more likely to have a poor experience of health and social care, less able to exercise choice and control, more likely to become socially isolated and more likely to experience discrimination.

Too often policy and practice starts from the position of assuming everyone is heterosexual/identifies with the gender they were assigned at birth. This profoundly affects the experience of LGBT carers.

Conference calls on the national LGBT committee to:

1. Encourage unions to acknowledge and address the specific concerns of LGBT carers in their work;

2. Press the Scottish Government to review and improve services and support with specific regard to LGBT carers' needs;

3. Support reps, so that they feel more confident promoting a workplace environment conducive to being out at work.

North Lanarkshire Branch LGBT group

This motion has been ruled out of order as the action called for is insufficiently clear.
AMENDMENT NOT ADMITTED TO THE AGENDA

AMENDMENT TO MOTION 27

Wording not printed.

National LGBT committee

This amendment has been ruled out of order as it contained a derogatory term.
SO1 Application of Standing Orders
1.1 These Standing Orders shall apply to UNISON's National Lesbian, Gay, Bisexual and Transgender Conference.

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

SO2 Standing Orders Committee
2.1 A Standing Orders Committee shall be formed to assist Conference in the running of business. The Standing Orders Committee shall be independent of the National Lesbian, Gay, Bisexual and Transgender Committee and shall be accountable to Conference.

2.2 Members of the National Lesbian, Gay, Bisexual and Transgender Committee shall not be members of the Standing Orders Committee. Six members of the Standing Orders Committee shall be elected by the National Lesbian, Gay, Bisexual and Transgender Conference. Two members shall be elected by the Disabled Members Caucus. Two members shall be elected by the Black Members Caucus. An equal number of Reserve Standing Orders Committee members shall also be elected. At least 50% of places shall be held by women.

2.3 Members of the Standing Orders Committee shall hold office from the end of the Conference at which they are elected until the end of the next Conference.

2.4 If a member of the Standing Orders Committee does not attend two consecutive meetings of the Standing Orders Committee then at the following meeting the Standing Orders Committee shall decide whether that member's membership of the Committee should be terminated.

2.5 If a member of the Standing Orders Committee elected by the National Lesbian, Gay, Bisexual and Transgender Conference resigns or ceases to be qualified to be a member or has their membership terminated under SO2.4 then the Standing Orders Committee shall invite the reserve member who received the highest number of votes to become a member, unless this would mean that less than 50% of places would be held by women, in which case, the Standing Orders Committee shall invite the woman reserve member who received the highest number of votes to become a member.
2.6 In the absence of reserve members being elected at the Conference, the Standing Orders Committee will have the power to co-opt members to fill any vacancies for the six general seats.

2.7 At its first meeting the Standing Orders Committee shall elect two Co-chairs, at least one of whom shall be a woman, from amongst its members.

2.8 The functions of the Standing Orders Committee, subject to these Standing Orders, shall be to:

2.8.1 ensure that UNISON's Rules and these Standing Orders (relating to the business of the Conference in plenary session) are observed, and notify the Presiding Conference Chair of any violation that may be brought to the Committee's notice;

2.8.2 draw up the preliminary agenda and final agenda of business to be dealt with at the Conference plenary sessions, to be circulated in accordance with the timetable agreed by the National Lesbian, Gay, Bisexual and Transgender Committee;

2.8.3 determine the order in which motions shall be dealt with at the plenary sessions (the "order of business"), subject to the approval of Conference;

2.8.4 consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively, the Standing Orders Committee shall:

i) decide whether such motions and amendments have been submitted in accordance with these Standing Orders;

ii) group together motions and amendments relating to the same subject, decide the order in which they should be considered, and whether they should be debated and voted on separately or debated together and voted on sequentially;

iii) make such minor wording changes of a technical nature as the Committee may consider necessary;

iv) prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the Committee best express the subject of motions and amendments;

v) refer to another representative body within UNISON a motion or amendment which in the opinion of the Committee should properly be considered there: the mover of the motion or amendment shall be informed of the reason for so doing;
vi) have power to do such other things as may be necessary to give effect to these Standing Orders.

2.9 Any decisions of the Standing Orders Committee which are to be reported to Conference shall be announced by one of the Co-Chairs of the Committee and shall be subject to ratification by Conference.

2.10 The Standing Orders Committee may, from time to time, issue guidelines in order to assist with the smooth running of Conference. Such guidelines shall be consistent with these Standing Orders.

SO3 Motions and Amendments

3.1 Motions, amendments and other appropriate business may be proposed for Conference by branch or regional lesbian, gay, bisexual and transgender groups; by the Disabled Members or Black Members Caucuses, Bisexual Members’ Caucus or Transgender Members’ Caucus; by the National Lesbian, Gay, Bisexual and Transgender Committee and by the National Young Members’ Forum.

3.2 Motions, amendments and other appropriate business shall be sent to the designated member of UNISON staff, in order that the Standing Orders Committee may consider them for inclusion in the agenda. The date and time by which motions and amendments shall be received by the designated staff member shall be stated in the timetable published by the National Lesbian, Gay, Bisexual and Transgender Committee.

3.3 3.3.1 A motion or amendment should normally be moved by a representative of the group proposing that motion or amendment;

3.3.2 In the absence of a representative of the group, the motion or amendment may be moved by another member attending the Conference only where prior notification has been given to the Standing Orders Committee, but may not be moved formally from the Chair;

3.3.3 In the event of 3.3.2, the Presiding Conference Chair should advise Conference of the procedure;

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

3.4 Caucuses have the right to self-define in their motions the issues that affect them.

3.5 Each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words.
**SO4 Public and Private Sessions**
The plenary sessions of the National Lesbian, Gay, Bisexual and Transgender Conference shall meet in public session except that by resolution of Conference the whole or any part of a Conference may be held in private. In addition to delegates, members of the National Lesbian, Gay, Bisexual and Transgender Committee and members of the Standing Orders Committee, the only people permitted to attend a private session of Conference shall be:

i) such members of staff as have been authorised by the National Lesbian, Gay, Bisexual and Transgender Committee or the UNISON General Secretary to attend Conference;

ii) such other people as the Conference Chair shall determine.

**SO5 Speakers at Conference**
Only delegates and those people who have the right to attend the National Lesbian, Gay, Bisexual and Transgender Conference shall have the right to speak in plenary sessions. No other person shall be able to speak in plenary sessions unless prior approval has been sought from the Standing Orders Committee. Full time officers shall not be able to speak in debate on motions or amendments.

**SO6 Presiding Conference Chair**

6.1 The Conference shall be chaired at any one time by one of two Co-chairs who shall be members of the National Lesbian, Gay, Bisexual and Transgender Committee or any other member of the National Lesbian, Gay, Bisexual and Transgender Committee as delegated and agreed by the Co-chairs of the National Lesbian, Gay, Bisexual and Transgender Committee.

6.2 Any Procedural Motions or Points of Order raised during Conference shall be decided by the Presiding Conference Chair, if necessary in consultation with the Co-Chairs of the Standing Orders Committee. The ruling of the Presiding Conference Chair shall be final and binding.

6.3 The Presiding Conference Chair may at any time call Conference's attention to irrelevancy, 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 if 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.
Role and membership of the Standing Orders Committee

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

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

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

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

The membership of the 2016 Conference Standing Orders Committee is as follows:-

Paul Amann   Steph Davis   Alex DeWinter   Paul Fisher
Sally Jacques  Brett Jones   Davena Rankin  Penny Smith

The Committee is staffed by Colin Derrig, Membership Participation Unit (UNISON Head Office) and Jackie Loudoun, Area Organiser (UNISON Greater London Region).

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

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

Have a successful conference!