



2016 National LGBT Conference

Decisions

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Motions

1. Transitioning to Best Practise

Carried as Amended by: 1.1

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

Thanks to the work of growing numbers of out trans trade union activists, trans community campaigners and 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 trans workers rights bargaining factsheet and 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. Publicise, promote and further 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, signposting members to the support and representation available from their branch.

2. Welcoming UNISON's new Private Contractors National Forum

Carried

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.

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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.

3. Taking forward UNISON's work on intersex equality

Carried as Amended by: 3.1

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.

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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 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’.

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

4. End of Life Care for LGBT People

Carried as Amended by: 4.1 & 4.2

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. 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

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public services in older life. Assumptions around having wider support networks can be damaging.

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 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.

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.

5. Zero tolerance of biphobia – encouraging involvement

Carried

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 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;

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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.

6. LGBT Scrutiny in the Commissioning Process

Carried as Amended by: 6.1 & 6.2

Up and down the country health and social care service provision is once again metamorphosing with more and more services marketised and privatised and as privateers compete with each other. 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 without experience of the service or

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locality. 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 who work for small providers, mainly in the voluntary and community sector, delivering LGBT services 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 services and outcomes in the contract monitoring of primary contract winners;
2. Open dialogue with the relevant service groups (and possibly other SOG (self organised group) committees) how to best support members working in LGBT service providers that are most at risk of cuts;
3. Seek to publicise changes to the commissioning landscape with increased marketisation and competition with the entry of large private contractors and the risks to jobs and terms and conditions.
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.

7. Recruiting and organising LGBT members

Carried

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.

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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.

A. Transgender – next steps in trans inclusion

Carried

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 we celebrate the achievements made around transgender issues over the last few years. There are several people who have a high profile 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 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.

There appears to be a perception however that all transgender people fit into two distinct types, male to female and female to male. We know there is a wide spectrum

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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 non-binary. This will help others to be themselves and hopefully comfortable to let others know they are transgender.

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 lesbian, gay, bisexual and transgender (LGBT) committee to:

1. Promote UNISON “trans equality bargaining advice” and “guide for reps supporting trans members”, both of which include information on the diversity of people who fall within the transgender spectrum;
2. Facilitate non-binary members to be more active and more ‘visible’ should they choose to be;
3. Make it explicit in materials and publicity that non-binary people are welcome and included in the group, including the trans network;
4. Seek volunteers who are willing to put themselves forward as role models/ contacts to provide support and advice to other similar transgender members;
5. Produce information to empower trans people and allies to challenge inappropriate language, including when dealing with customers and clients;
6. 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;
7. Seek training on trans issues for stewards and branch officers as part of the union equality training and education programme;

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8. Work with the national executive council for fully trans inclusive UNISON services, whether directly provided or provided via UNISON suppliers.

B. LGBT self-organisation – increasing strength and involvement at all levels **Carried**

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 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.

This conference 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 also 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 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 members and bi and trans members, plus publicity, organising and training initiatives at national and regional level.

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. More work clearly needs to be done to ensure that these members are able to attend conference and fully participate.

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

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rather than delegates. Conference welcomes visitors' active participation in all parts of conference except the debate of motions.

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:

- 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. Issue a statement to all branch LGBT groups in advance of the Annual General Meeting 'season' that:
 - I. States that all branches should make efforts to send a young member and low paid members to LGBT members' conference;
 - II. Encourages them to promote LGBT self-organisation and conference to all young members and low paid workers in their branch
 - III. Encourages more experienced members to relinquish delegate positions if that makes it possible for a young member to attend;
 - IV. Calls for conference visitor places to be offered to young members and low paid members as well;
- C. 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;
- D. Increase the coverage of young LGBT members and issues in 'Out In UNISON';
- E. Use social media to promote this work, and seek promotion of it through UNISON communications channels;
- F. Liaise with the National Young Members Forum about reaching out to young LGBT members through their networks;
- G. Investigate the barriers some members face to attending conference and produce guidance on potential solutions;
- H. 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;
- I. Continue to encourage all LGBT members to participate in our group and conference, publicising the value of attending conference as a visitor;
- J. Seek ways of communicating with members from underrepresented groups;

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

13. Discrimination in the LGBT community

Carried as Amended: 13.1

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, prejudice based on religion or belief, 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.

14. Inappropriate language

Lost

15. An inclusive movement, an inclusive union

Carried as Amended by: 15.1

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.

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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 recognises that queer and non-binary members are not currently explicitly acknowledged by UNISON’s structures and policies, although conference also 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.

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;
11. Timetabled a workshop on non-binary inclusion for LGBT conference 2016.

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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.

16. #AskMyPronouns

Carried as Amended by: 16.1

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, 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 outed as not identifying as the gender they are generally perceived to be.

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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. Emphasis on the importance of personal questions about gender identity and pronouns always being voluntary, explaining:
 - I. why this matters;
 - II. the need for people to be sensitive to the workplace or service context; and
 - III. the issues of safety and discrimination for people who identify as trans, non-binary or gender non-conforming but who are not out;
3. UNISON's support and influence in this campaign so our members understand and build support for this change to everyday communication, whilst bearing in mind the issues for those who do not want to be forced to reveal their gender identity at that time;
4. Encourage and back all members in asking everyone they communicate with their pronouns;
5. Make clear that deliberate misgendering is completely unacceptable and may well be unlawful transphobic harassment.

17. Commitment to Pride

Carried as Amended by: 17.1

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 a growing number of increasingly diverse Pride events across the United Kingdom.

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.

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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 and branches, through their LGBT SOG if any, to commit to attending as many as practical appropriate Pride events 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 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 and branches 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.

C. We stand together to say no place for hate crime

Carried

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

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conviction rate in homophobic and transphobic hate crime prosecutions. 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.

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.

However, Conference recognises that the vast majority of hate crime incidents go unreported. Under reporting of disability, homophobic, biphobic and transphobic hate crime continues to be a significant issue.

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 highlighting the fact that hate crime incidences can have more than one motivating factor;
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.

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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. Encourage members to report all hate incidents or hate crimes, either directly to the Police or via a third party reporting centre;
11. Publish step by step guidance on how to report a hate incident or hate crime including what follow up actions members should expect.
12. 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.
13. Call on our members to continue to stand up against discrimination wherever it occurs.

20. Defending and promoting LGBT equality under the law

Carried

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,

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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. Lobbying 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.

21. Marriage equality in Northern Ireland

Carried

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.

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22. Isle of Man

Carried

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.

23. Expunge LGBT convictions prior to decriminalization

Carried as Amended by: 23.1

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 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

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material effect on people's lives as it deters many from applying for jobs or voluntary work where a criminal record check is required.

Conference believes that it is unacceptable that LGBT people are stigmatised as sex offenders and are put off contributing to society, or working in certain professions, in this way.

Conference further notes that from 1 October 2012 people in England and Wales with some 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 and cautions from criminal records;
 2. Raise awareness of the issue through available means of communications;
- and,
3. Campaign for the deletion from criminal records of convictions and cautions under these discriminatory laws which are no longer in existence.

D. After Brexit – holding true to the values of the LGBT community

Carried

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.

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

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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.

According to Britain's leading experts on international LGBT human rights law, 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.

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 and be vigorous in their campaigning;
- B. Be extra vigilant in watching and campaigning to retain and extend the rights we have fought for;
- C. Promote reporting of hate incidents and hate crimes and publicise 3rd party reporting options;
- D. Promote demands for trade union involvement in Brexit negotiations;
- E. Remind our members and the wider LGBT community why we face public spending cuts, promoting alternatives to austerity and the benefits of collective bargaining;

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- F. 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;
- G. Work through Labour Link and with LGBT Labour to engage LGBT members in building the most effective opposition to the Tory government;
- H. 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.

26. Trans equality is everyone's business

Carried

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;

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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.

27. Transphobia – Is this the last acceptable form of discrimination on television?

Carried

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.

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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.

28. Trans prisoners

Carried as Amended by: 28.1

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

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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 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;
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.

E. Pre- Exposure Prophylaxis (PrEP) for the future – United Kingdom (UK) awareness and access

Carried

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.

Conference notes that after over 18 months of work on 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 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.

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PrEP is the most effective way to protect HIV-negative people, at risk from acquiring HIV. The results of the UK based PROUD study of PrEP were published 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%. Studies in other countries have shown upwards of 99.99% protection.

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.

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 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. 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;
3. Show solidarity and support HIV charities in their campaigns to make PrEP available within the UK for all.

31. Homelessness in the LGBT+ Community

Carried as Amended by: 31.1 & 31.2

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.

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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. 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. AKT concluded that homeless LGBT young people are one of the most disenfranchised and marginalised groups within the United Kingdom.

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. 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 therefore 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 workers in relevant services to recognise the additional vulnerabilities that can arise for homeless LGBT young people..
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.

32. Loss of LGBT services in the voluntary sector

Withdrawn

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Comp G – Dementia care for the Lesbian, Gay, Bisexual and Transgender community

Carried

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

There are currently 850,000 people with dementia in the United Kingdom most of whom live at home. 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 people living longer dementia is becoming common in our lives and regardless of lifestyle none of us are immune. Dementia is not restricted to older people or to people who are frail in other ways, 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 notes the 'Over the Rainbow' report on the LGBT people on dementia support and advocacy project, commissioned by Dementia Engagement and Empowerment Project (DEEP).

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.

Living with dementia or having a loved one living with dementia is a challenging and difficult thing to come to terms with that requires help and support and may raise additional issues for someone who 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. LGBT people who are not single or may have children may still experience discrimination, disregard of their partners or lack of recognition.

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.

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

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challenges we face, along with any particular medical treatments received can result in a standard of care that causes distress and humiliation to the person living with dementia 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 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.

Conference calls on the national committee to work with appropriate service groups 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 by publicising guidance and research and promoting training such as Dementia Friends;
3. Encourage members to get involved with progressing these issues by working with lead dementia support organisations in developing guidelines on living well with dementia and care and support that meet the needs of LGBT people;
4. Continue to promote UNISON's Save Care Now campaign.
5. In liaison with relevant structures of the union, explore possibilities for future joint work with local and national Dementia Action Alliances.

34. Time for inclusive education

Carried as Amended by: 34.1

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 LGBT school students attempt suicide at least once.

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.

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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 and encourage TIE to work with intersex organisations to develop their work on intersex equality;
2. Publish an article on the TIE Campaign in a future issue of OUT in UNISON.

35. LGBT Financial Capability

Carried

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.

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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.

F. Protecting the human rights of sex workers – decriminalisation for safety **Carried**

Conference notes 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/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.

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Conference believes there is extensive evidence, including the latest report from Amnesty International in Norway, of the harms caused by the 'Nordic model' of criminalising sex purchases, 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 than 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 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 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 notes that UNISON's current policy on sex workers, adopted in 2010, is to support proposals which decriminalise the selling of sex acts and the introduction of a sex buyers law 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 therefore believes that UNISON needs to review its existing policy, and call for full decriminalisation of all forms of commercial sexual activity, for the safety and wellbeing of all people who sell sexual services

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Conference 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

Conference therefore instructs the national LGBT committee to continue to work to facilitate dialogue 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.

38. Working globally for LGBT rights

Carried

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);

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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 LGBT 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 LGBT 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.

39. ILGA - European Solidarity

Carried

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

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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.

40. LGBT equality in the Commonwealth

Carried

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

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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 Immunodeficiency 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, Kamallesh 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.

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41. Palestine

Carried as Amended by: 41.1

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

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- I. Encourage LGBT members, branch and regional groups to take up actions in support of Palestinian rights;
- 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;
- IV. Publicise the work of PSC, and encourage LGBT people to become members;
- V. Promote UNISON policy and the guidance on pension funds;
- VI. Develop its links with Palestinian LGBT organisations and assist PSC to build links with LGBT communities;
- VII. Give appropriate support to the 'No to Pinkwashing' campaign.

42. Standing together for equality

Carried

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

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discussion and collating best practice campaigning, educational and organising examples.

43. Securing Black LGBT perspectives and participation

Carried

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.

44. Getting the best from smart phone technology

Carried

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

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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 impact 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.

45. Equality since the 2010 Equality Act – regression instead of progression **Carried**

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

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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:

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- 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.

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EM1. Retired members at LGBT conference

Carried

Conference welcomes input by lesbian, gay, bisexual and transgender (LGBT) retired members (RMs) to this self-organised group (SOG). It notes that LGBT conference has debated issues of particular relevance to them mostly as a result of initiative by LGBT RMs in branch and regional groups and caucuses. This is possible since rule D5 refers, throughout, to members, making no distinction of membership category.

Conference notes that, generally, only LGBT members have a say on motions and amendments submitted for debate here in keeping with Rule D5.3 that SOGs “establish their own priorities”. Rule D6.2.2 makes an exception for young members and conference accepts this is for good reason but conference is reluctant to concede the need for other exceptions.

Conference is therefore concerned to note that:

1. The National RM Committee submitted a motion to RM Conference held 5th October 2016 stating:

“RMs are the only group (attending SOG conferences) not entitled to submit motions and amendments therefore (they) do not have the same means of ensuring that issues of particular relevance to RMs are included on their agendas,”

and seeking an instruction:

“to liaise with the National Executive Council about submitting a relevant rule change to National Delegate Conference to allow RMs to have equal rights to submit motions and amendments to SOG conferences”.

2. RM conference granted this instruction, amending it to make it subject to gaining the support of affected members, to require liaison with SOG national committees and to say:

“that the only RMs to have any say about motions and amendments to be submitted for debate at each SOG conference should be the respective RMs ... (and) ... any role for the National RM Committee must be only to empower the respective members not to act instead of them nor to over-rule them”;

but,

3. The National RM Committee supported this amendment with qualifications which may indicate it intends to separate seeking the rule change from addressing the points at (2) above.

Conference is of the opinion that any rule change that entitles a non-LGBT body, such as the National RM Committee, to submit items for debate here may not be in keeping with the principle of rule D5.3 or with our autonomy as a SOG.

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Conference instructs the National LGBT Committee, collaborating, as need be, with other SOG national committees and the National Executive Council, to approach the National RM Committee to:

- A. Identify how UNISON rules put RMs at a disadvantage here and seek an agreed solution which respects our autonomy and that of the RM organisation; and,
- B. Consider whether LGBT members face corresponding disadvantage at RM Conference and, if so, seek agreed reciprocal arrangements;

and to report to LGBT Conference 2017.

Conference urges branch and regional groups and caucuses to continue to:

- I. Include RMs in their affairs;
- II. Consider and, where appropriate, act on their needs and views; and,
- III. Support them to take part in the Retired Members' Organisation.

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Motions to National Delegate Conference 2017

ND1. Working globally for LGBT rights

Carried and selected for NDC

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

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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.

ND2. Standing together for LGBT equality

Carried and selected for NDC

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. LGBT people were facing greater financial hardship, problems finding safe accommodation and increased marginalisation and invisibility;

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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.