

Stronger together

UNISON national lesbian,
gay, bisexual and
transgender committee

Annual Report 2017 appendices

#ULGBT17



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The report on UNISON's national lesbian, gay, bisexual and transgender members committee covers our work from the end of November 2016, following the last annual conference, to the end of September 2017. It comes in two parts: these appendices and the main report of our work which is a separate document.

Please email out@unison.co.uk for a copy of the main report, or write to Carola Towle, UNISON LGBT equality, 130 Euston Road, London NW1 2AY.

UNISON is the UK's largest public service trade union. We have a proud history of working for equality for all. For more information on our work for LGBT equality, visit unison.org.uk/out.

2016 NATIONAL LGBT MEMBERS CONFERENCE ACTION ON RESOLUTIONS

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

1. Transitioning to best practice

Notes added pressures on people transitioning at work, impacting on mental health. Highlights failure of many employers to differentiate between time off for transition related matters (eg counselling, medical interventions) and sickness absence. Welcomes progress in negotiating good policies in some workplaces and UNISON guidance available.

Action	Update
Publicise and promote UNISON materials including trans workers rights factsheet and guide for reps supporting trans members	Trans workers rights factsheet updated and publicised widely, along with guide for reps. Specific motions to Health and Higher Education service group conferences ; articles in OIU
Consider developing additional materials	Separate factsheet on non-binary inclusion, complementing trans workers rights guide, published summer 2017. UNISON model policy on trans equality discussed at trans network meeting summer 2017. To be launched at 2017 LGBT conference.
Encourage LGBT activists to support members transitioning at work, signposting support and representation available from branch.	Range of actions and activities including webinar hosted by Inclusive Employers, articles in Out in UNISON, sessions in branch LGBT officer training and regional convenors meetings

2. Welcoming UNISON's private contractors national forum

Welcomes rule change introducing new private contractors national forum, recognising how some private sector employers discourage union membership, fail to recognise UNISON and give equality a low priority. Notes vulnerability of LGBT workers to harassment and discrimination resulting in an even greater need for union organising, equality bargaining and support.

Action	Update
Work with new forum to seek to ensure equality is at the heart of their priorities	Article in Out in UNISON 60 introducing forum and encouraging members to get involved.
Ensure LGBT negotiating guides are inclusive of private sector contractors	Included where relevant.
Consider organising workshops/forums or other initiatives to identify issues relevant to LGBT private sector members	Drop in session and stall at 2017 LGBT conference

3. **Taking forward UNISON's work on intersex equality**

Notes momentum on recognising intersex human rights and equality is increasing. Lots of positives but confusion, misunderstanding and lack of focus on workplace issues continues. Notes concern of many intersex people about organisations using 'intersex' in their name or policies without any real understanding or competence to work on intersex issues. Welcomes: UNISON participation in UK working group on intersex human rights and equality, hosted by Scottish Equality Network; groundbreaking law in Malta explicitly providing protection to people born with intersex conditions; strong recommendations for a change in UK policy and practice from UN committee on rights of the child; UNISON's developing work in this area, including bargaining factsheet.

Action	Update
Welcome and use agreed definition of intersex as 'an umbrella term 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.'	Adopted and publicised in our work during 2017.
Promote new bargaining factsheet on intersex equality	Publicised online, in mailings and at meetings
Continue to consult on workplace issues with members who come under intersex umbrella and intersex	Continuing outreach to members and non-members, including UK and European groups working on intersex

organisations, updating bargaining factsheet	equality. Our bargaining factsheet widely welcomed by partner organisations.
Support lobbying by UK working group for 'sex characteristics' as protected characteristic in 2010 Equality Act	This is part of our programme of work on legal reform, going forward.
Promote UNISON's role as intersex ally, including in providing support and campaigns for human rights and equality and an end to unnecessary medical/surgical treatment during infancy and childhood.	Session on being an intersex ally at September meeting of regional LGBT convenors. At our suggestion, there is also a motion on the agenda for 2017 disabled members conference.

4. End of life care for LGBT people

Notes Marie Curie Charity research showing the many older LGBT people fear palliative and end of life care services, concerned that service providers will be indifferent or hostile to their sexual orientation or gender identity. The research shows that these fears are based on real barriers. Black LGBT people are particularly vulnerable as they are more likely to have had insecure or low paid work and rely on welfare and public services in older life. Recalls 2015 LGBT resolution on HIV and ageing population which called for training for staff assessing and caring for older people living with HIV.

Action	Update
Publicise this Marie Curie research	Publicised in LGBT e-bulletin
Call for relevant employers to train staff re-LGBT people and people living with HIV at the end of life, including in home care services	Referred to relevant service groups; liaison with social care forum over ethical care charter and LGBT people. Training need included in 2017 Labour manifesto

5. Zero tolerance of biphobia

Notes that of main sexual orientation groups, bisexual people are the most invisible and least provided for in dedicated or inclusive policies and services. Welcomes progress in tackling lack of evidence and invisibility and UNISON LGBT role in this, listing good practice examples. Notes that increased visibility can be followed by increase in overt discrimination and much still to be done.

Action	Update
Promote zero tolerance of biphobia policy in workplaces and across UNISON	Core task of UNISON LGBT group, carried out in range of actions supporting organising, bargaining and campaigning
Collate and circulate best practice examples of bi visibility and bi inclusion	Best practice examples sought and publicised where submitted. Downloadable UNISON Bi Visibility Day

	poster circulated widely and members urged to display in workplaces
Encourage flying of bisexual pride flag in workplaces and public buildings to mark bi equality events	Article in Summer Out in UNISON
Encourage bi members to get involved in our group, attend bi meetings, LGBT conference and get active in branches and regions	Publicity in each issue of Out in UNISON
Review and update our publications, checking for inclusive language and removing unnecessary gendering and binary expressions	Continuing work
Consider if further resources are needed	Facebook group (closed) and page (open) established for UNISON bi network

6. LGBT scrutiny in the commissioning process

Notes increased marketising and privatising of health and social care services. Major bidders increasingly winning contracts for local services previously delivered by local groups under direct local service level agreements. Despite requirements and pledges during tendering process to protect and support local diversity initiatives, this often fails to translate into practice. Broad base of LGBT providers are reduced to small number of generic equality offices in large commercial businesses, with resulting loss of LGBT jobs and expertise.

Action	Update
Work with LAOS on guidance for members delivering LGBT services to seek consistent and effective scrutiny in contract monitoring of primary contract winners	New UNISON procurement guidance promoted via LGBT e-bulletin. Issues included in LGBT motion to 2017 Community conference
Work with other parts of UNISON to support members working in LGBT services at risk of cuts	Core work, linked to public service champions campaign and using the findings of the 2016 NatCen research for UNISON in LGBT people and services under austerity
Publicise changes in commissioning landscape including increase in large private contractors and risks to jobs, terms and conditions	Part and parcel of LGBT work on public service champions campaign. LGBT amendment to motion to Labour Link Forum
Continue to oppose privatisation and campaign for directly employed public service workforce, subject to national collective bargaining	See above

7. Recruiting and organising LGBT members

Notes continued importance of recruiting new members to the union and the LGBT SOG. Further notes the importance of organising and the challenges around organising in fragmented workforces. Welcomes launch of LGBT forum on Organising Space and success of Black members in organising cluster SOGs from branches in a geographical area.

Action	Update
Encourage branch and regional groups to keep recruitment at the top of their agenda	Core to our work. Recruitment a standing item on national committee and regional convenor meeting agendas. Continuing to encourage and publicise initiatives with annual awards presented by President at LGBT conference
Share regional groups good practice in recruiting and organising, reflective of our community	Regularly promoted in Out in UNISON and LGBT e-bulletin
Update guidance on recruitment and organising, including on use of social media	New LGBT recruitment toolkit to be launched at 2017 LGBT conference
Encourage activists to join the LGBT forum in UNISON's organising space	Promoted in e-bulletin and Out in UNISON and at all UNISON and community events
Support and develop cross-branch LGBT self-organisation	In liaison with regional groups and via branch LGBT officer training

Comp A – Transgender – next steps in trans inclusion

Welcomes the increase of trans members participating in UNISON LGBT activities. Notes false perception that all trans people are either FtM or MtF – acknowledges wide spectrum of gender identities and need to raise awareness. Further notes importance of making non-binary and gender fluid members feel welcome in our structures. Notes the need for language to be up to date and inclusive of non-binary people.

Action	Update
Make it explicit in materials and publicity that non-binary people welcome in our group, including our trans caucus, facilitating their activism	Existing materials refreshed and new factsheet produced on non-binary inclusion in UNISON. Publicity for trans network meeting made clear non-binary members welcome
Continue to promote UNISON's 'trans equality bargaining advice' and 'guide for reps supporting trans members', both of which include info on diversity of trans people	Used and promoted widely throughout the year
Continue to promote and build the	Trans network goes from strength to

trans network, developing knowledge base on trans workplace equality	strength
Seek volunteers to be role models / contacts for other transgender members	Role models included in Out in UNISON
Produce information to empower people to challenge inappropriate language	Articles in Out in UNISON and advice in bargaining guides
Seek training on trans issues for branch officers and stewards as part of the union equality training and education programme	In liaison with Learning and Organising Services, noting that most UNISON training is delivered in regions
Seek fully trans inclusive UNISON services (directly provided or via UNISON suppliers)	This work continues, including work with the providers of female cancer care

Comp B – LGBT self organisation – increasing strength and involvement at all levels

Notes the work of branches, regions and national committee to increase attendance at LGBT conference, and the importance of the scheme of branch representation in increasing the number of young LGBT members attendance. Also notes importance of other steps to address under-representation including national network meetings. Notes, however, that low paid and part time workers and women are still under represented.

Action	Update
Encourage branches to increase efforts to promote LGBT self organisation, encourage more young members and low paid part time workers to be delegates to conference and experienced LGBT members to relinquish their delegate seat to a young member, offer visitor places to young and low paid members as well.	Encouraged via motions to other UNISON conferences, articles in NDC newssheet, caucus meetings, regional convenors meetings and branch circular
Encourage regional LGBT groups to work with regional young members forums, particularly focusing on young LGBT women's participation	Via regional reps on national LGBT committee and regional LGBT convenors
Liaise with the young members forum to reach out to young LGBT members through their networks	Publicity at national young members weekend and via their social media accounts
Increase coverage of young members and issues in Out in UNISON	Throughout the year and continuing
Use social media and UNISON publications to promote the work	LGBT facebook and twitter accounts used to promote this work
Seek ways of communicating with members from underrepresented	Continuing work

groups, identifying and removing barriers	
Review how conference can be more inclusive of non-binary members	Survey of non-binary members Autumn 2017
Promote the value of attending conference as a visitor	Article in summer Out in UNISON

13. **Discrimination in the LGBT community**

Welcomes the work already done on making the LGBT group inclusive. Notes that all discrimination must be challenged. Not only in formal spaces, but also in social and informal settings.

Action	Update
Continue to monitor the LGBT group practices and take any recommendations for change back to the 2017 conference	Chair's script for conference reviewed and refreshed
Include an agenda item on each network meeting agenda on what needs to change to increase attendance / make members feel more welcome	Network meeting attendance very good in 2017. Questions on barriers to participation included in 2017 UNISON equality survey
Challenge any discrimination in relevant public discussions	Continuing work – everyone's responsibility

15. **An inclusive movement, an inclusive union**

Notes that growing numbers of people identify outside or in addition to traditional concepts of LGBT, in particular identifying as queer or non-binary. Recognises that queer and non-binary people not explicitly acknowledged in UNISON structures but notes that inclusion is not about name checking. Welcomes the work already done to become a more inclusive LGBT group, setting out in detail steps taken to date. Asserts belief that our LGBT group is the most obvious place for queer and non-binary members to organise, irrespective of any future decision that may be considered on changing the name of the group.

Action	Update
Continue discussion around existing LGBT structures and materials to determine if they are inclusive enough for all members who experience discrimination based on sexual orientation, gender identity and gender expression	Central to our organising work this year
Consult non-binary and queer members to find out how the LGBT group can be more inclusive	Survey running Autumn 2017, with preliminary findings available at LGBT conference

Consider having a queer workshop at the 2017 LGBT conference	Workshop on non-binary inclusion on conference programme.
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16. #Askmyprounous

Notes how language on trans equality is changing, with some people confused about what considered to be currently acceptable terminology. Notes also that despite increased trans awareness, misgendering – using the wrong pronoun to describe someone based on gender assumptions – is still all too common. Suggests encouraging people to see the question ‘what are your pronouns?’ as everyday as ‘what is your name?’, while acknowledging that this can be a complex question for some, who may feel unsafe talking about their gender identity in public or at work.

Action	Update
Draft UNISON guidance on workplace policies on asking people’s preferred pronouns as standard practice, emphasising: <ul style="list-style-type: none"> • It must always be voluntary • Why it matters • Need for sensitivity to context • Safety and non-discrimination for those who are not out about their gender identity 	Included in trans workers rights factsheet and new model trans equality policy
Encourage and back members asking everyone to communicate with their pronouns	Good practice established in national LGBT meetings
Make clear that deliberate misgendering is completely unacceptable and may be unlawful transphobic harassment.	Included in LGBT motions to other conferences, Out in UNISON and training delivered during year

17. Commitment to pride

Notes that UNISON has good visibility at many pride events throughout the UK, increasingly assisted by local UNISON branch support. Welcomes the national guide ‘putting politics back into pride’.

Action	Update
Make and maintain links with local pride organisers	Action for regional and branch LGBT groups – national role in promoting, encouraging and supporting this, including promoting our guidance on effective participation at pride events
Continue work with local UNISON branches to increase the number of pride events attended	See above

Include links to a directory of pride events on the UNISON website and encourage attendance	National pride directories publicised. Events publicised via our social media accounts
Promote the national guide 'Putting politics back into pride'	Publicised widely
Advise of funding opportunities for attendance at pride events	Agenda item at all LGBT regional convenors meetings

Comp C – We stand together to say no place for hate crime

Affirms that all forms of hate crime are abhorrent. Notes rise in reporting and prosecution of LGBT and other hate crimes. Acknowledges that one hate crime offence may have more than one motivating factor. Notes however that vast majority of hate crimes remain unreported. Expresses concern about cuts to hate crime advice and support services, giving examples.

Action	Update
Promote message of HOPE: Raising hate crime awareness, including support for #WeStandTogether #NoPlace for Hate and National Hate Crime Awareness Week, calling for improved operational responses, adequate resourcing of prevention and empowering communities to report hate crime, accessing advice and support services	Regular item in LGBT e-bulletins and Out in UNISON this year. Profiles of members working to combat hate crime and who have experienced hate crime in Out in UNISON, including advice on how to report and support available
Seek UNISON guidance for branches on negotiating hate crime policies and procedures, including how to recognise hate crime and support members affected	Guidance launched for 2017 national hate crime awareness week this October
Encourage branch and regional LGBT groups to take up this campaign	Activists training course to accompany the new guidance being piloted October 2017 for roll-out across regions.

20. Defending and promoting LGBT equality under the law

Welcomes progress resulting from decades of campaigning for LGBT equality under law. Welcomes marking in 2017 of 50th anniversary of partial decriminalisation of male homosexuality in England and Wales. Notes that laws need reviewing over time; welcomes and endorses recommendations in 2016 Select Committee report on trans equality for updating of Gender Recognition Act and trans protection in Equality Act. Condemns Tory plans to weaken and repeal equality and human rights protections, workers and trade union rights and welfare safety net. Expresses concern about risks to domestic legislation following exiting the EU.

Action	Update
Lobby for implementation of Trans Equality Select Committee recommendations	Included in UNISON submission for Labour manifesto for 2017 snap election. Headlines included in manifesto itself. Reiterated in LGBT motion to 2017 Labour Link.
Engage LGBT members in: <ul style="list-style-type: none"> • Defending workers rights • Working for repeal of 2016 Trade Union Act • Fighting erosion of equality and human rights protections • Campaign for strengthened laws • Defend and improve welfare benefits 	Central to our campaigning work and community outreach

21. Marriage equality in Northern Ireland

Notes that Northern Ireland now only part of UK and Ireland where same sex couples cannot marry, despite growing political and popular support. Welcomes UNISON involvement in Love Equality campaign in Northern Ireland.

Action	Update
Support the campaign in most appropriate way	Nationally, we have publicised and called for support for action by UNISON N Ireland to support marriage equality, particularly since agreement formed between DUP and Tory government following 2017 snap election. Supported emergency motion on this at TUC LGBT+ conference, which selected for debate at Congress. UNISON spoke in support at Congress.

22. Isle of Man

Notes current lack of legal protection from discrimination for LGBT people at work and accessing services – no equivalent to 2010 Equality Act, though Manx Legislative Council has drafted an Equality Bill. Expresses concern that Manx government may fail to take necessary steps for Bill to become law, noting excuses given about costs, arguments about ‘threat to religious freedom’, some popular complacency and some opposition.

Action	Update
Raise awareness of Bill and support lobbying of Manx Government for Bill to pass into law	The IoM Equality Act 2017 received Royal Assent on 18 July 2017 and is being phased in, with all of the provisions expected to come into operation by January 2020

23. Expunge LGBT convictions prior to decriminalisation

Notes that homosexuality was previously criminalised and age of consent was only equalised in 2001 in Scotland, leaving people with convictions or cautions on their criminal record for what are now lawful acts. Expresses concern at this stigmatising of people as sex offenders and notes that it can deter people from applying for jobs that require criminal records check. Further notes that in England and Wales, people can now apply to have this removed from their record but no such provision in Scotland (or Northern Ireland).

Action	Update
Raise awareness. Monitor enactment of Westminster Bill and campaign for action on Holyrood pledges on pardons	Westminster parliament bill granting posthumous pardons for those in England and Wales who died before they could apply received Royal Assent in January 2017. Pardons for those still living and those who have died in Scotland is in current Holyrood legislative programme.

Comp D After Brexit - holding true to the values of the LGBT community

Condemns racist, xenophobic and anti-immigrant tone of much campaigning in referendum on EU membership and resulting damage to community relations and individual safety. Notes how rhetoric fed fears of disenfranchised/disadvantaged communities and asserts that those voting to leave EU were not voting for increased austerity and cuts. Notes impact on LGBT community, including risk to hard won equality/employment protections and human rights. Reaffirms equality and other trade union values set out in composite.

Action	Update
Vigorously challenge politics of hate, encouraging reporting of hate incidents and publicising 3rd party reporting options	See update on Comp C
Promote demands for trade union involvement in negotiations on exiting EU and campaign to retain and extend rights	Alexandra Mayer MEP briefed national committee at its first meeting of year. Included in community campaigning throughout the year and in our motions

	to LGBT Labour and Labour Link Forum.
Remind members and LGBT community of cause of public spending cuts, promoting alternatives and benefits of collective bargaining, linking to importance of voting in elections in line with values and building effective opposition to Tories	Whole-hearted adoption and promotion of UNISON's public service champions campaign, highlighting the LGBT perspective. Active engagement in campaigning in (short) lead-up to 2017 general election.
Promote internationalism and role of ILGA in furthering LGBT workers rights/trade unionism	See update on resolution 38

26. Trans equality is everyone's business

Recognises how much is still to be done on realising trans equality. Highlights recommendations of Women and Equality Select Committee Inquiry into trans equality and expresses concern about Tory government's weak response, lacking concrete proposals. Notes that report provides wealth of information for us and for service providers.

Action	Update
Raise awareness of Inquiry report and promote recommendations as source of understanding and guide for good practice	Threaded through our work during the year and included in references, training sessions and publications
Lobby for implementation of report recommendations, including recognition of non-binary gender identities	Raised via Labour Link and with the Labour Party. Headlines included in Labour's 2017 manifesto
Ensure our work on trans equality is inclusive of non-binary gender identities	Key part of our work this year, including making sure our comments on draft trans policies fully include non-binary issues – see action on resolution 15

27. Transphobia - is this the last acceptable form of discrimination on TV?

Welcomes progress in respectful portrayal of minority groups, backed by law and shift in media attitudes. Notes that trans respect is exception to this with eg Germaine Greer, who expresses extreme offensive transphobic views, a regular BBC contributor, amongst others. Acknowledges however that there have also been some positive portrayals of trans people's lives.

Action	Update
Raise awareness, encouraging members to challenge transphobia in the media, reporting to watchdogs	Integrated into our work on tackling hate. Articles in Out in UNISON and e-bulletins

Support work of Trans Media Watch http://www.transmediawatch.org/ and campaign for positive portrayal of trans people in media	Publicised in the work above
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28. Trans prisoners

Notes tragic deaths of trans women held in male prisons, despite this being identified by UN in 2001 as placing them at great risk. Current UK policy is to place people according to their legal gender, irrespective of their gender identity. Policy review announced in 2015. Notes no records kept of numbers of trans prisoners.

Action	Update
Support the call for best practice, including recording numbers of trans prisoners, full risk assessment and staff training	Westminster government announced in November 2016 that steps would be taken to safeguard trans women prisoners' safety but deaths have continued. Prisons Ombudsman called for action and issued bulletin calling for flexibility, individual assessment and reasonable adjustments to enable prisoners to live 'in their gender role' plus full investigation of transphobic incidents plus preventative steps.

Comp E. PrEP for the future - UK awareness and access

Notes the role of PrEP in halting spread of HIV and the need for education so people most at risk can make informed choice about its suitability for them, particularly given the high levels of new HIV diagnoses among men who have sex with men. Notes that NHS England has disputed its responsibility for funding PrEP. Asserts that PrEP works and that it should be fully funded and made available to those at highest risk of infection. NB National AIDS Trust won legal case over NHS England commissioning Summer 2016. NHS England has since consulted over clinical commissioning; UNISON responded calling for PrEP to be funded and made available to those at highest risk.

Action	Update
Help raise awareness of PrEP within LGBT community	Articles in LGBT e-bulletin and summer Out in UNISON
Lobby UK and devolved governments and assemblies about provision for those most at risk of HIV, supporting HIV group campaigns on this	Scotland becomes the first UK nation to approve the provision of PrEP by the NHS. This was followed by an announcement of a study to provide PrEP in Wales, in April 2017. Then NHS England announced that from September 2017 PrEP will be available through the NHS as part of a three-year

	trial. 2017 Labour manifesto included commitment to push roll-out.
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31. Homelessness in the LGBT+ community

Notes findings of Albert Kennedy Trust (AKT) report on young LGBT people who find themselves homeless, including significantly higher risk of homelessness and greater vulnerability to violence and exploitation, leading to higher levels of physical and mental ill health. They are also less likely to seek help and very unlikely to receive targeted help, made worse by cuts to services (NB also worsened by severe shortage of safe, secure, affordable housing). Expresses concern that some local authorities do not take into account being LGBT when assessing vulnerability and therefore priority need. Notes 2015 Supreme Court ruling that local authorities should consider protected characteristics in this.

Action	Update
Raise awareness and support for organisations like AKT addressing young LGBT homelessness	Included in roll-out of findings of 2016 NatCen research for UNISON on the implications of austerity for LGBT people and services
Promote good practice in specialist LGBT housing services, calling for them across UK	Raised with UNISON housing sector and community service group
Support call for increased training so workers recognise additional vulnerabilities that may arise for young homeless LGBT people	Raised with UNISON housing sector and community service group
Continue campaign for improved housing provision and homelessness rights, including amending legislation and statutory guidance.	Feeding in to Labour Link and general political campaigning

Comp G. Dementia care for LGBT community

Notes high and growing numbers of people living with dementia, including LGBT people, most of whom live at home. Welcomes initiatives to increase awareness and develop good practice in dementia care, including appropriate care for LGBT people with dementia. Notes that dementia is an increasing issue for long term survivors of HIV and AIDS. Key national dementia organisations lack understanding of LGBT issues and issues faced by bi and trans people in particular. Care workers are rarely given appropriate training. Welcomes UNISON's Save Care Now campaign, linking dignified and effective service with improving home care workers' pay, conditions and training.

Action	Update
Raise awareness of dementia and specific LGBT issues, publicising	Publicised UNISON and Open University one day dementia awareness

guidance and research (fully inclusive of LGB and T issues) and promoting training, such as Dementia Friends, encouraging members to get involved	continuing professional development course. Training included in national disabled LGBT members network meeting 2017. Two showings of play on LGBT experience of dementia at 2017 LGBT conference
Continue to promote UNISON's Save Care Now campaign http://www.savecarenow.org.uk/	Publicised in LGBT e-bulletin and Out in UNISON
Support call for further research on LGBT people and dementia and explore possibilities for joint work with local and national Dementia Action Alliances	Promoted via LGBT communication channels and raised with regional groups

34. Time for inclusive education

Notes Time for Inclusive Education (TIE) campaign tiecampaign.co.uk which aims to improve LGBTI+ inclusive education in Scottish schools. Notes its research to date into experiences of LGBT students and need to research experiences of people born with intersex bodies. Emphasises the importance of counteracting widespread misunderstanding/confusion about LGBT and intersex issues. Notes that TIE campaign focuses on areas including training for new teachers. Asserts that this should be extended to existing teachers, to all schools, including faith schools and to other school and related staff as well as teachers.

Action	Update
Support TIE campaign, publicising their work in Out in UNISON, and encourage them to work with intersex organisations to develop work on intersex equality	UNISON Scotland LGBT group has led this work – see update in their regional submission to annual report. UNISON motion to Scottish TUC LGBT conference 2017.

35. LGBT financial capability

Notes myth of pink pound and reality that LGBT people more likely to live in poverty and face issues that impede financial capability. Factors include homelessness, bullying in school and elsewhere, poorer physical and mental health, lower incomes and social isolation in later life. However, little UK research into this.

Action	Update
Raise awareness of LGBT poverty and financial capability issues	Issues raised with UNISON Welfare There for you and with NEC
Support research into LGBT poverty and financial capability; publicise Money Advice Service's national What Works fund to LGBT community groups	Publicised in Out in UNISON – linked to our work publicising the NatCen findings on the impact of austerity on LGBT people and the findings of the 2017 UNISON equality survey

Comp F Protecting the human rights of sex workers - decriminalisation for safety

Notes 2015 LGBT conference resolution, recalling its main points on arguments and evidence for decriminalisation of consensual sex work as the best way to protect sex workers’ human rights and calling for dialogue with NEC to review and advance UNISON policy which is for criminalisation of those who purchase or profit from the purchase of sex acts (known as the Nordic model). Welcomes May 2016 publication by Amnesty International of policy on state obligations on sex workers’ human rights which adds to call for decriminalisation. Notes evidence suggesting harm caused by Nordic model, setting this out in detail. Notes that LGBT people, particularly trans people, more at risk of poverty and have limited work options, with sex work one of very few options. Asserts that people cannot be criminalised into safety. Welcomes recommendations of interim report of 2016 Commons Select Committee Inquiry into Prostitution, that criminalisation of sex workers in England and Wales should end, including allowing sex workers to share premises rather than risk working alone. The Inquiry will now look at criminalisation of those buying sexual services. Affirms belief that UNISON should review its policy.

Action	Update
Raise these issues with NEC	Reference to NEC as part of LGBT work programme report to NEC policy development and campaigns committee
Offer solidarity to international groups organising sex workers where linked to fight against HIV/for LGBT rights	Via our active involvement in ILGA
Publicise within UNISON link between sex workers organising internationally and improving health/social justice for people living with HIV/LGBT people	LGBT motion submitted to 2017 UNISON women’s conference, ruled out of order as not specific to that conference. Womanised and updated version submitted to 2018 women’s conference.

38. Working globally for LGBT rights

Welcomes establishment of All Party Parliamentary Group (APPG) on global LGBT rights. Welcomes its inquiry and report published April 2016 on the UK’s stance on international breaches of LGBT rights which recommends coherent cross-departmental strategy and effective departmental implementation and establishment of stakeholder steering group to help guide strategy, working with civil society in UK and internationally. Notes report has only brief mention of trade unions, recognising our role but saying research needed to better understand it.

Action	Update
Seek discussions with APPG LGBT on role of unions and work of UNISON on LGBT equality internationally	Senior member of APPG – Ray Collins – invited to address 2017 LGBT conference
Support call for implementation of report recommendations on cross-	Part of our lobbying and campaign agenda

departmental strategy and allocation of necessary resources	
Seek representation on stakeholder group	In discussion with relevant members of group

39. ILGA - European solidarity

Notes rich history of UNISON international/LGBT equality work and important role UNISON plays in ILGA www.ilga.org and ILGA-Europe www.ilga-europe.org and the global union movement. Notes that 2016 was ILGA-Europe's 20th anniversary, 20 years that have seen great strides in improving LGBT equality but much still to do and some reversals. Notes that much UK LGBT equality legislation derived from Europe. Highlights ILGA-Europe's annual rainbow map and index, which in 2016 had greater emphasis on workplace. Notes that UK dropped from 1st to 3rd place in 2016.

Action	Update
Promote internationalist perspective among our members	International issues are included on every agenda and in every bulletin and issue of Out in UNISON
Encourage support for ILGA and regional groups to affiliate to ILGA	We are proud that we now have nearly all regional groups as paid up members of ILGA – a first!
Continue to encourage UNISON international LGBT equality initiatives	We have worked closely with UNISON's international team and the NEC international committee throughout the year

40. LGBT equality in the Commonwealth

Sets out core principles of Commonwealth on equality and human rights yet notes that 40 out of the 53 states still criminalise same sex relations. Recognises some progress and welcomes establishment of The Commonwealth Equality Network (TCEN) which advocates on LGBT equality; higher profile of LGBT rights at 2015 CHOGM (Commonwealth heads of government meeting); toolkit by TCEN, Kaleidoscope Trust and Royal Commonwealth Society for policy progress on LGBT rights, highlighting good practice; strong statements on LGBT equality from previous secretary general Kamallesh Sharma and pledges from new secretary general Baroness Patricia Scotland. Notes that next CHOGM takes place in UK in 2018.

Action	Update
Explore ways to support work of TCEN	We are close contact with members of TCEN via our ILGA links
Work with others for inclusion of LGBT rights on agenda for 2018 CHOGM	Via the TUC, ILGA, TCEN and our links with other groups working on this
Continue to press UK government, Scottish parliament and Wales and Northern Ireland Assemblies to support	Part of our continuing work programme

international LGBT rights, including through participation in Commonwealth	
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41. Palestine

Notes UNISON policy agreed summer 2016 on resisting attempts to silence and undermine campaigning for Palestinian rights, including blocking the boycott, divestment and sanctions campaign led by Palestine Solidarity Campaign (PSC), www.palestinecampaign.org, including on pensions fund divestment. Also notes recommendation of 2016 UNISON delegation to Palestine and Israel that NEC should work with SOGs to support Palestinian rights and human rights defenders. Recognises LGBT people as a primary target of 'Brand Israel' campaign to 'pinkwash' Israel's image from a country at war to a gay tourist destination, undermining LGBT support for Palestinian people. Asserts need to step up our campaign to raise LGBT awareness of reality.

Action	Update
<ul style="list-style-type: none"> Encourage action in support of Palestinian rights, raising LGBT people's awareness of why they should not go on holiday to Israel Publicise PSC and encourage people to become members Publicise and support 'No to Pinkwashing' campaign www.nopinkwashing.org.uk 	The new UNISON exhibition and guide on the impact of 50 years of Israeli occupation on Palestinian workers has been very useful in fulfilling this. We have publicised and promoted it and carried articles in Out in UNISON.
Publicise UNISON 2016 delegation report	This is available from IRelations@unison.co.uk
Promote UNISON policy/guidance on pensions fund divestment	Guidance downloadable at www.unison.org.uk/international
Continue to develop links with Palestinian LGBT groups and assist PSC build links with LGBT community	This is continuing work and stays on our work programme

42. Standing together for equality

Notes UNISON's founding principles of solidarity and equality. Expresses concern about voice given to division and scapegoating in campaigning on EU referendum, with much focus on Black communities, faith groups, migrant workers from outside EU and little attention to actual impact of EU membership. Notes Black, migrant and minority faith LGBT people are particularly vulnerable to hate crime. Notes further issues that may arise depending on outcome of Brexit negotiations. Welcomes new UNISON materials on standing together and challenging prejudice.

Action	Update
Review and refresh anti-far right strategy and materials	This is being integrated into the updated LGBT campaign guide which we hope to launch at LGBT conference

43. Securing Black LGBT perspectives and participation

Welcomes our policy, resources and practice in organising, bargaining and campaigning on Black LGBT equality. Notes challenges in dissemination, leading to knowledge gaps, reinventing of wheels and LGBT members still unaware of our group. Many local activities still don't address the full diversity of our group, with Black LGBT members under-represented. Acknowledges there's not one simple solution, but notes that equality impact assessment is a well-established tool.

Action	Update
Review how information and materials are disseminated, identifying new opportunities	Reviewed in consultation with Black LGBT members
Seek to imbed equality impact assessment into our working practices	We have a commitment to working in this way
Collate best practice on encouraging Black LGBT participation	Raised with regional groups. Good practice examples included in Out in UNISON
Continue to monitor fair representation at internal meetings and external delegations	This is core to our work on fair representation and we urge all parts of our group to do the same

44. Getting the best from smart phone technology

Notes opportunities provided by smart phone technology, including in trade union organising and social and political networking. Notes that it also introduces new and unforeseen risks, including hate and abuse on social media, which can impact badly on people's mental health and work performance. People may fail to protect their privacy on social media, placing themselves at risk of physical attack or putting inappropriate personal information in the public domain, impacting on their work and sometimes resulting in disciplinary action.

Action	Update
Raise awareness of the benefits and dangers of smart phone technology, promoting advice on keeping safe	Integrated into our work on tackling hate
Encourage reporting of hate crimes perpetrated on social media, publicising	As above

how to do so, and continue to oppose all forms of discrimination in LGBT community	
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45. Equality since 2010 Equality Act – regression instead of progression

Notes that in June 2016 key UN committee found UK’s austerity measures and social security reforms to be in breach of human rights obligations, set out in detail in the resolution. UN committee recommended UK bring into force proposed Equality Act socio-economic duty and prohibition of intersectional discrimination. Also notes that House of Lords Select Committee concluded government is failing in its duty of care to disabled people, though failed to consider intersectional issues.

Action	Update
Continue to campaign to protect and strengthen Equality Act, lobbying for action on UN and Select Committee recommendations	This is continuing work
Call for research and reports on equality to consider intersectional experiences	Raised at every opportunity

Emergency motion 1 Retired members at LGBT conference

Welcomes contribution of LGBT retired members to our group. Notes that our conference has debated issues of relevance to LGBT retired members mostly because of initiatives by retired members in LGBT regional and caucus groups. Further notes the important principle in rule D5.3 that only LGBT members submit conference business, noting the sole exception for young members forum. Expresses concern about a motion and amendment passed at 2016 retired members conference instructing the national retired members committee to seek a rule change entitling retired members to submit business to SOG conferences, reporting back to 2017 retired members conference on options. Notes that the amended motion stipulated the role of retired members from the respective SOGs in this and that there was debate over who has the final say. Asserts that a rule change giving conference submission rights to a non-LGBT body may not be in keeping with rule D5.3 or SOG autonomy and instructs national LGBT committee to investigate.

Action	Update
Identify how UNISON rules put retired members at a disadvantage and seek a solution which respects autonomy	This primarily relates to retired members organisation – we seek to support retired LGBT members in getting their voice heard
Consider if LGBT members face corresponding disadvantage at retired members conference, and if so seek reciprocal arrangements	We will pick this up with retired LGBT members following the 2017 retired members conference
Urge regional and branch LGBT groups and caucuses to:	Very useful session with regional convenors and two LGBT retired

<ul style="list-style-type: none"> • Include retired members in their affairs • Consider/act as appropriate on their views • Support them in taking part in retired members organisation 	members activists in February this year discussing how to develop this
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Explanation of terms

Bi	Bisexual
Comp	Composite motion
e-bulletin	Monthly email of UNISON LGBT news and events
EPSU	European Federation of Public Service Unions
EU	European Union
Gender binary/ Non-binary	Classification of sex and gender into two distinct 'opposites' of male and female. Non-binary people do not identify as solely male or female
GPF	General Political Fund
ILGA	International lesbian, gay, bisexual, transgender and intersex association
ILGA-Europe	European region of ILGA
ITUC	International Trade Union Confederation
Labour Link	UNISON department that works directly within the Labour Party to take UNISON's policies into the heart of the party
LGBT	Lesbian, gay, bisexual, transgender
LGBT Labour	Labour Campaign for Lesbian, Gay, Bisexual and Trans Rights: affiliated to the Labour Party
NatCen	Independent social research institute – commissioned by UNISON to investigate LGBT effect of public spending cuts
NBMC	National Black Members Committee
NDC	UNISON national delegate conference
NEC	National Executive Council
Out in UNISON	Newsletter on LGBT equality in UNISON
PSI	Public Services International – global umbrella for public service unions
SOG	Self-organised group
Trans	Transgender
UNISONplus partners	Suppliers who give deals and discounts to UNISON members

Attendance at national LGBT committee

P = present A = apologies R = resigned

- = not yet a member of the committee or had left committee

Blank = neither attended nor submitted apologies

Representing	January	April	July	September
EASTERN				
Asha Wolfe – Robinson	P	P	P	R
Katie Kennington	-	-	P	A
EAST MIDLANDS				
Sean Bowler	P	P	A	P
Donna Rebouse	P	A	P	P
GREATER LONDON				
Deirdre Costigan	P	A	P	P
Jackie Lewis	P	P	P	P
NORTHERN				
Carrie Pearson – Loughlin	A	A	A	A
Liam Cruickshank	A	P	P	A
NORTHERN IRELAND				
Emmeline Kingsley-Grace	P	P	P	A
Martin McConnelogue	P	P	P	P
NORTH WEST				
Eileen Best	A	P	P	P
John McSwiggan	P	P	P	P
SCOTLAND				
Elaine Duffy	P	P	P	A
David Calderwood	P	P	P	P
SOUTH EAST				
Thomas Johnson-Kirkland	P	P	A	P
Lucy Power	A	P	A	A

SOUTH WEST				
Darienne Flemington	P	P	P	P
Mark Kelly	P	P	A	A
CYMRU / WALES				
Richard Tanswell	P	P	P	A
Gillian Southby	P	A	P	A
WEST MIDLANDS				
Jennie Antonio	P	P	P	P
Andy Chaffer	-	P	P	P
YORKSHIRE & HUMBERSIDE				
Michael Austin	P	P	P	P
Angelique Denys	-	P		
BLACK MEMBERS				
Dettie Gould	P	P	P	P
Bev Miller	P	P	A	P
Jaden Biggs	A	A	A	P
Anu Prashar	P	P	P	P
Davis Mac-Iyalla		P	P	P
DISABLED MEMBERS				
Louise Ashworth	P	P	P	A
Kaz Williams	P	A	A	P
Neil Adams	A	P	P	P
Katrina Gilman	p	P	P	P
Ryan Frankland	P	P	A	R
BISEXUAL MEMBERS				
Jade-Su Armstrong	P	P	P	P
Natalie Roberts	P	P	P	P
TRANSGENDER MEMBERS				
Dave Merchant	P	P	P	P
Emma Procter	A	P	P	P

Monitoring for fair representation

National LGBT committee 2016

There were some changes to the committee during 2017 – this data represents the membership at the beginning of the year. 34 members of the committee returned their forms. All figures in the table are given as percentages. Because of rounding up/down and some questions not being answered, figures do not necessarily total 100%. Figures in brackets show committee 2016 figures.

	National LGBT committee members (%)		UNISON National Executive Council (%)	UNISON as a whole (%)
Gender				
Female	62	(58)	58	77
Male	35	(39)	42	23
In another way	3	(3)		
Do you identify as				
Lesbian	50	(42)	Figures not available	Figures not available
Gay	29	(30)		
Bisexual	15	(18)		
Transgender	12	12)		
Other		(-)		
Service group				
Local government	53	(52)	45	48
Health care	15	(18)	29	38
Higher education	12	(15)	4	3
Energy	3	(3)		1
Police & Justice	9	(6)	8	3
WET	-	(-)	4	1
Community	9	(6)	8	5
No Answer				
Sector			Information not available	
Public	82	(85)		82
Private	6	(6)		12
Voluntary	12	(9)		6

Occupational group						
Managers	26	(21)				
Technical	-	(3)	Figures not available	Figures not available		
Professional	35	(48)				
Personal and caring services	3	(3)				
Administrators	12	(6)				
Clerical and secretarial	-	(-)				
Other non-manual	12	(12)				
Other manual	-	(-)				
Other occupation	9	(6)				
Subscription band (£ income)						
A – D (up to 11k)	6	(6)			16	Figures not available
E – G (11.01 – 20k)	3	(18)	20			
H – K (over 20k)	89	(75)	64			
In education	3	(-)				
Did not answer	-	(-)				
Hours per week						
35 or more	93	(94)	Figures not Available	Figures not available		
30–34	-	(-)				
16–29	6	(6)				
Fewer than 16	3	(-)				
Age						
16–26	3	(15)	4	5		
27–39	21	(30)	4	21		
40–49	35	(27)	4	26		
Over 50	41	(27)	88	42		
Did not answer / not known	-	(-)	-	5		
Black members	15	(21)	8	7		
Disabled members	56	(33)	33	Figures not available		

Monitoring for fair representation at 2016 national lesbian, gay, bisexual and transgender conference

259 monitoring forms were returned representing 83% of delegates. The 2016 data is shown against data for the two previous LGBT conferences and 2016 UNISON national delegate conference. All figures are given as percentages. Because of rounding up/down, some questions unanswered and some questions having multiple answers, figures for each section do not necessarily total 100%.

	2016	2015	2014	UNISON - NDC
Gender				
Female (women in UNISON)	39	47	48	59
Male (men in UNISON)	49	46	43	29
Other	3	1	-	1
Do you identify as				
Lesbian	23	31	33	3
Gay	51	47	44	3
Bisexual	15	16	13	4
Transgender	8	6	7	1
Other				
Service group				
Local government	31	34	34	44
Health	26	29	28	32
Higher education	10	11	12	6
Energy	4	4	3	2
Police & Justice	10	9	11	4
Water, Environment and Transport	2	1	2	2
Community	7	6	6	3
Sector				
Public	71	82	79	82
Private	6	8	9	8
Voluntary	7	6	6	2
Occupational group				

Managers	13	18	19	7
Technical	7	4	4	6
Professional	31	37	32	31
Personal and caring services	7	7	9	13
Administrators	12	13	10	15
Clerical and secretarial	3	5	7	6
Other non-manual	5	4	4	5
Other manual	4	4	4	6
Other occupation	3	7	5	4
Subscription band				
A	-	1	1	1
B	1	1	1	1
C	1	2	2	1
D	3	1	1	3
E	2	2	2	4
F	4	6	6	9
G	14	12	13	14
H	20	21	20	21
I	16	18	22	14
J	10	9	12	12
K	17	18	15	13
In Education	1	1	-	1
Hours per week				
35 or more	80	80	84	72
30–34	5	4	5	8
16–29	7	10	3	11
Fewer than 16	2	1	3	2
Age				
16–26	6	6	5	4
27–39	27	26	25	11
40–49	27	29	34	22
Over 50	32	32	29	53
Black members	8	7	9	12
Disabled members	23	24	22	16

Activists				
Branch level				
Branch chair	4	4	7	12
Branch secretary	5	5	5	22
Treasurer	3	4	5	7
Education co-ordinator	3	2	1	4
Equality officer	13	16	16	6
Health and safety officer	4	4	5	8
Communications officer	2	3	3	5
International officer	2	1	2	3
Young members officer	3	2	2	2
Steward	31	32	28	35
Other	24	25	24	25
Activists regional level				
Council	13	15	18	26
Committee	15	14	12	21
Service group executive	7	6	7	9
SOG committee	23	20	24	8
Young members forum	2	2	1	1
Other	5	5	6	8
National level				
National executive council	1	1	2	4
Service group executive	2	4	3	6
SOG committee	12	10	12	3
Political fund committee	-	2	1	2
Other	4	1	3	4

