



**NATIONAL LESBIAN, GAY,
BISEXUAL
AND TRANSGENDER CONFERENCE
HARROGATE
16-18 NOVEMBER 2018**

FINAL AGENDA

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NEGOTIATING

1. CROSS BRANCH WORKING IN INCREASINGLY DIVERSE WORKPLACE ENVIRONMENTS

Conference cautiously welcomes developments and new ways of working that help to address service user and community needs negatively impacted by savage Tory central government cuts. For instance, adult social care and health professional services are increasingly working together to provide enhanced clinical and social care rehabilitation pathways, helping people who require short periods of intensive support in a 24-hour setting reduce the time they spend in hospital settings and prevent failed discharges. These services also help reduce the pressure on hospitals created by delayed transfers of care, sometimes regrettably known as bed-blocking, simply because a patient is not yet well enough to return home. However, conference recognises this reduced pressure is vastly overshadowed by local government and NHS funding cuts and the unsustainable strain on services these inflict.

Although this kind of joint working is beneficial to communities, service users and patients, and is long overdue, it sometimes presents difficulties for employees due to differing employer practices operating in the same workplace. This results in different, and sometimes unfair, treatment of employees within the same workplace, simply because they work for different employers. Although this is nothing particularly new, with numerous workplaces also accommodating private sector employers alongside their public sector counterparts, conference believes this represents an opportunity to influence workplace rights due to the size and statutory nature of the employers involved.

Conference believes that by working across branches and service groups, in conjunction with other unions relevant to the varied professions involved in the provision of these services, such as the Chartered Society of Physiotherapy (CSP) and the British Dietetic Association (BDA), we can promote good practice, highlighting and negotiating around our model lesbian, gay, bisexual and transgender (LGBT) policies, in order to bring about improvements in employer equality policies. Conference further believes this can influence the development and improvement of equality policies within these associated statutory employers and commissioned services, which will help to move forward workplace LGBT equality for all.

Conference therefore instructs the national LGBT committee to:

1. Produce guidance on joint working and negotiating for workplace LGBT policies in multi-employer environments, highlighting the importance of encouraging employers to develop best practice;
2. Work with the service groups and the national executive council to encourage cross branch working, and working with other relevant trade unions, on LGBT equality in multi-employer environments;
3. Encourage branches to use our bargaining factsheets to seek to influence service commissioning so it includes equality requirements based on our model policies.

National LGBT committee

National LGBT committee position: **SUPPORT**

2. SUPPORTING MEMBERS EXPERIENCING TRANSPHOBIC FALSE ALLEGATIONS OF MISCONDUCT

Conference notes with concern that over recent months there has been a dramatic increase in anti-trans campaigning and transphobia online, in communities, workplaces and, sadly, even within parts of the trade union movement. Although often superficially linked to the debate about the Gender Recognition Act, in reality most of the anti-trans campaigning is targeted at rolling back trans people's existing rights to use services, to be employed in health and social care roles, and to maintain privacy about their gender history. Some anti-trans campaigners have maliciously contacted the employers of trans people to falsely accuse them of misconduct purely because they have spoken out in support of trans rights.

Conference notes that one young trans healthcare assistant tried to debate in favour of trans equality online and mentioned the name of their employer as an example of trans-inclusive good practice. An anti-trans campaigner argued that trans people should never be allowed to provide intimate care to service users. The next day, the anti-trans campaigner emailed the trans person's employer falsely accusing them of sexual assault of service users. Alone, unsure of their legal rights, and facing an automatic disciplinary investigation, the trans person was so distressed they made a serious suicide attempt. The employer's investigation ultimately cleared the trans person and identified that they had been subjected to a transphobic false allegation.

Conference further notes that a member of UNISON's trans caucus was recently subjected to transphobic abuse and harassment on social media. Following a threat to cause him harm, his employer was sent malicious communications naming him

and saying that he ran a “misogynist Twitter feed” and “shouldn’t be working with children, especially young girls”. Given he works in the children’s and young people’s mental health sector, this was intensely distressing and traumatic. The organisation he works for has little experience of working with trans issues and he felt they were not equipped to properly support him through the police investigation and the impact. The police were limited by constraints of legislation in that it was his employer and not him who was deemed the aggrieved in law as it was they who received the malicious communications.

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

1. To continue to work with the national executive council to encourage all parts of the union to speak up in support of trans people, especially their right to privacy about their gender history and their right to employment in health and social care roles;
2. To circulate guidance for UNISON stewards on how to best support trans members subjected to transphobic false accusations of misconduct;
3. To work with the trans caucus to encourage the gathering of trans members’ experiences of transphobic false allegations and targeted harassment at work to facilitate the raising of awareness of these issues in the union and the submission of evidence to future reviews of relevant legislation such as the laws on hate crimes.

Transgender members’ caucus

National LGBT committee position: **SUPPORT**

RECRUITMENT AND ORGANISING

3. 25 YEARS OF SELF-ORGANISATION

In 2018, we celebrate the 25th anniversary of UNISON and of self-organisation in UNISON.

Equality is central to UNISON’s aims and objectives. UNISON is committed to achieving equality in our workplaces, in our union and across society. Equality is a high priority in our union’s negotiating and campaigning work. Self-organised groups (SOGs) work in partnership with other parts of the union to identify and promote our equality agenda. UNISON has been at the forefront of campaigns such as those for equal pay, rights at work for same-sex partners, gender recognition and access to work for disabled workers. Tackling racism remains a key priority.

We have a very proud history of lesbian, gay, bisexual and transgender (LGBT) self-organisation, dating back to activists in former partner union NALGO (National and local government officers association) organising the first national lesbian and gay trade unionists conference in 1983. We were at the forefront of the campaign leading to repeal of Section 28 and 2A in 2003. In 1994 the first issue of 'Out in UNISON' had an article on equalisation and the age of consent which was won in 1998. We have made other great gains such as sexual orientation being included in a protected list of employment rights in 2003, Gender Recognition 2004, Civil Partnerships 2005, 2010 Equality Act and 2014 Equal Marriage for same sex couples. But history is not the end, without our young members self organisation has no future, and with so much left to do we need a dynamic future.

Self organisation is just as vital today as when UNISON was formed. The right to meet as a group gives us the strength, confidence and expertise to fulfil our rulebook duty – to assist UNISON to promote its equality and bargaining agenda, defend jobs, terms and conditions and services, and build a strong and dynamic presence in the workplace.

Self organised groups may be the first point of contact with the union for members and potential members. Many members who become involved via a self organised group go on to hold senior positions at branch, regional and national level. Self organisation can and should be a vibrant and dynamic part of UNISON: welcoming new activists, encouraging participation and supporting members take on roles in the union.

Conference therefore instructs the national LGBT committee to continue to:

1. Promote the vital importance of self-organisation and encourage the development of branch LGBT groups;
2. Give a high priority to the recruitment of LGBT workers into UNISON and of LGBT members into the LGBT SOG;
3. Develop its work to make the LGBT group and UNISON more inclusive;
4. Work with the national young members' forum to identify ways of engaging young members to drive forward self organisation for a strong future;
5. Encourage LGBT members to take on roles at all levels in the union and seek to ensure that appropriate training to undertake these roles and develop necessary skills is available.

National LGBT committee

National LGBT committee position: **SUPPORT**

4. MAKING OUR LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) GROUP FULLY INCLUSIVE

The lesbian, gay, bisexual and transgender (LGBT) self organised group (SOG) has always sought to be fully representative of its diverse membership, in line with UNISON's rules. Over our 25-year history, our understanding of our membership has developed and changed, along with the wider LGBT community.

We work with inclusive, umbrella definitions of bisexual and transgender. Our bi network is for all members who feel attraction to more than one gender. Our trans network is for all types of self-identifying trans people; for people with trans backgrounds and members whose gender identity does not fit into the gender binary i.e. non-binary members.

Despite these inclusive definitions some members who we consider to be part of our group are put off. We hear repeatedly that when members attend our meetings, they feel welcomed and included, but before they attend they had been unsure. This is particularly the case for members who do not personally use the label LGBT about themselves, for example people who identify as queer or pansexual. It is clear that there must be many others who are put off and never get over that barrier.

As requested by 2017 LGBT conference, the national committee has undertaken consultation on making our LGBT SOG fully inclusive. This followed a motion from the national young members forum highlighting the growth in the number of people, and young people in particular, identifying their sexual orientation and gender identity in many different ways beyond a binary definition, and expressing their preference to see the LGBT group move to organise on an LGBT+ (plus) basis.

Over 75% of the consultation responses, and all the regional group responses, were in favour of the proposal to change the group's name to LGBT+, with comments such as "It's time for this change so that we are truly reflective of our membership and our potential members"; "this is an important next step in making our SOG more inclusive and to attract and maintain members to our union"; and "adding + is much more inclusive, and it avoids LGBT becoming a long and confusing alphabet."

The consultation also sought views on what we should be doing to make our group fully inclusive. The responses will be considered as part of our on-going work to improve our policies and practices.

Putting the + in our name would not change our existing remit of being a self-organised group for all members who experience prejudice because of their gender identity or sexual orientation, but would demonstrate an inclusiveness beyond that conveyed by our current name so that people who we consider to be members are not put off from participating.

Conference therefore instructs the national committee to:

1. To take whatever steps necessary to change the name of our group to LGBT+;
2. Issue briefings/guidance for branch and regional groups on what the name change would mean;
3. Continue its programme of work to make the group and UNISON more inclusive.

National LGBT committee

National LGBT committee position: **SUPPORT**

5. NON-BINARY INCLUSION

Conference welcomes the work initiated by our lesbian, gay, bisexual and transgender (LGBT) group to make UNISON's organisation, events, policies, systems and good practice advice inclusive of non-binary members.

Conference notes that the steps taken at national level towards the inclusion of non-binary members in UNISON have included:

1. A factsheet, 'Gender equality: non-binary inclusion', which has been well received across the union;
2. A first UNISON survey of non-binary members;
3. Changes to a number of UNISON forms, including the national conference monitoring form, and systems;
4. An initial review of language in UNISON communications of all forms and a start on addressing non-inclusive language;
5. Advice to UNISON service providers.

Conference welcomes the adoption of a motion by the Greater London regional council in February 2018 that recognised the need for similar steps to be taken within the region towards the inclusion of non-binary members, and the beginning of this work, including reviewing the forms used within the region and the start of a review of language in regional communications.

Conference notes, however, that a rule amendment proposed by the national women's committee to 2018 national delegate conference to create 'general' seats rather than 'male' seats on the national executive council (NEC) was lost. This

means that non-binary members are still excluded from standing for election to the great majority of seats on our union's national executive.

Conference further notes that there are also a significant number of non-inclusive references in UNISON's rule book, such as the terminology 'she/he', which could easily be replaced without changing the meaning.

Conference therefore calls on the national LGBT committee to:

- A. Call on the NEC to address the exclusion of non-binary members from standing for election to seats on the NEC and other UNISON structures;
- B. Call on the NEC to identify unnecessary non-inclusive gender references in UNISON rules and submit rule amendments to make them inclusive;
- C. Urge regional LGBT groups to submit motions to regional councils calling for steps towards the inclusion of non-binary members to be undertaken within their region;
- D. Continue its work towards making UNISON, our recruitment and organising, advice, negotiations, campaigns and services, fully inclusive of non-binary members.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

6. HOW TO BE A GOOD ALLY TO BI PEOPLE AT WORK

Conference applauds the work that was done by UNISON in developing the 'How to be a good trans ally' document, produced last year. The feedback on this document has been extremely positive and has showcased UNISON's commitment to diversity and inclusion, supporting all of its members.

Conference is aware that for many within the trans community, they are facing unprecedented levels of hostility and this document contains much needed information, promoting support for our trans and non-binary siblings.

We do not wish to take anything away from the struggles of trans and non-binary members, but as members of the bi community, we would find a document similar to this, developed for the bi community, to be extremely useful in dispelling some of the myths about bi people and also a useful tool in gaining support from those who do not identify under the bi umbrella.

Members of the bi community face discrimination from straight and gay people alike and evidence suggest bi workers earn less than any other sexual orientation. They

also report a lower satisfaction in life than any other sexual orientation. (Office for National Statistics 2017).

Biphobia is very different from homophobia. Often bi people are described as 'not gay enough', 'greedy' or 'promiscuous'. Bi erasure is a real threat and members of the bi community are often ignored or marginalised.

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

1. Acknowledge that a document of this nature would go a long way to supporting our bisexual members;
2. Raise the profile of biphobia by supporting the creation of a document to challenge discrimination of bi people within the workplace.

Bisexual members' caucus

National LGBT committee position: **SUPPORT**

Amendment 6.1

In the fourth paragraph delete "straight" and substitute "heterosexual, lesbian".

West Midlands region LGBT group

7. RECRUITMENT AND ORGANISING AND ACTIVISM, PRIDE IN OUR WORK

Conference notes that as part of northern region's commitment to lesbian, gay, bisexual and transgender (LGBT) organising, recruitment and activism, on the 17th of May 2018 northern region was lit up with the colours of the rainbow to commemorate IDAHOBIT (The International Day against Homophobia, Biphobia and Transphobia).

This wouldn't have been possible had it not been for the great and close relationships the region has with local councillors, members of Parliament, local authorities and various organisations within the region. Also through relationships that have been built through the activity of UNISON branches, stewards, activists and the regional staff.

To ensure that IDAHOBIT and other LGBT related events such as LGBT History Month, Bisexual Visibility Day and Transgender Day of Visibility have become regional LGBT priorities we have done the following:

1. The region encouraged every branch to hold stalls during the week of IDAHOBIT as well as LGBT History Month, Bisexual Visibility Day and Transgender Day of Visibility so that it could do more targeted recruitment and organising on a more local level in branches/workplaces;
2. During IDAHOBIT various local authorities and organisations were contacted to get specific places lit up in rainbow colours. Locations were photographed and promoted via social media and the regional website;
3. Branches and stewards shared newsletters and quizzes designed by LGBT officers/stewards that could be localised for individual branch use and promoted the use of the UNISON organising space to share best practice among our regional activists;
4. Local authorities, police stations and hospitals have also been supplied with rainbow flags to encourage them to fly them on the specific days.

As more emphasis is being placed on equality, specifically LGBT equality we, as a union, can use these joint ventures and regional collaborative working between branches and stewards to raise awareness, increase recruitment and improve the lives of our members.

Conference therefore calls on the national LGBT committee to:

- A. Encourage branches to hold stalls during events such as IDAHOBIT, LGBT History Month, Bisexual Visibility Day and Transgender Day of Visibility;
- B. Create resource packs specific for events such as IDAHOBIT, LGBT History Month, Bisexual Visibility Day and Transgender Day of Visibility with an option of localised sections where branches can update members on local activity so that branches and officers would be better equipped to organise and recruit in their workplaces;
- C. Promote the use of the UNISON organising space and through this, the sharing of best practice amongst branches and LGBT officers;
- D. Encourage regions to support branches and promote LGBT visibility during events such as IDAHOBIT, LGBT History Month, Bisexual Visibility Day and Transgender Day of Visibility.

Northern region LGBT group

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

8. STRONGER TOGETHER – FIGHTING PREJUDICES AND PERCEPTIONS WITHIN LGBT+ COMMUNITY

Recent reports suggest marginalised communities such as Black and disabled lesbian, gay, bisexual and transgender people are still more susceptible to social issues such as access to education and fair employment, and this can lead to isolation and poor health.

Many people in these communities are less likely to participate in lesbian, gay, bisexual, transgender plus (LGBT+) events and social gatherings due to fear of discrimination and perceived prejudices and perceptions.

Conference notes that Black and disabled lesbian, gay, bisexual and transgender people are more vulnerable to hate crime, discrimination in education and in the workplace, and this is likely to continue due to austerity politics and the rise of the right as a result of the Trump phenomenon.

While articulating the issues at hand, most of which are by no means news to many members of the LGBT+ community, our community is struggling to offer something in the way of possible solutions.

Therefore conference calls on the national LGBT committee to work to:

1. Continue to raise awareness to LGBT+ community on issues faced by these marginalised communities;
2. Help to signpost resources for employment and social support for these groups;
3. Continue to tackle discrimination within our LGBT+ inclusive community;
4. Consider facilitating workshops at a future national LGBT conference to help educate community around disability and perceived prejudices and perceptions of marginalised LGBT+ community;
5. Continue to create friendly and welcoming spaces and alternative activities which will be helpful to Black and disabled LGBT people;
6. Promote even further the recruitment of more Black and disabled LGBT members.

Scotland region LGBT group

National LGBT committee position: **SEEK WITHDRAWAL OR OPPOSE**

Amendment 8.1

Delete “Black and disabled” each time it occurs and substitute “Black, disabled, and older”.

West Midlands region LGBT group

9. RACISM WITHIN THE BI COMMUNITY

We in the bi caucus have become aware of racism within our own bi community spaces. Stonewall have released research which shows the scale of racism that exists within the lesbian, gay, bisexual and transgender (LGBT) community in Britain. Just over half of all Black, Asian and minority ethnic LGBT people (51%) report experiencing discrimination or poor treatment within their local LGBT network because of their ethnicity. This number rises to three in five Black LGBT people (61%).

When we look at bi community spaces / events, both local and national, there tends to be a social disconnect between the reality that is being portrayed publicly and what is happening privately. Black people are not feeling safe within the so-called safe spaces and as a consequence are not attending these events / spaces and this contributes to the erasure of Black bi people within our community.

This is something that needs to be addressed, both within our union and at events that UNISON attends and has a presence at. We have a duty to call out racism when we see it and take a stand at such events.

Conference calls on the national LGBT committee to:

1. Consult with the Black caucus to gain an understanding of the historical issues that Black bi people face when in bi community spaces;
2. Work with national Black members’ committee (NBMC) to produce guidance on how to deal with both direct and indirect racism;
3. Work with national Black members’ committee to produce guidance on how to be an ally and calling out racism when you see it.

Bisexual members’ caucus

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

Amendment 9.1

In action point 1 delete 'Black caucus' and replace with 'Black LGBT members caucus' delete 'historical'

In action point 2 delete 'Black members' committee (NBMC)' and replace with 'Black LGBT members caucus'

Black LGBT members' caucus

10. HAPPY 50TH BIRTHDAY STONEWALL

Conference, next year will mark the 50th anniversary of the Stonewall Riots. These events had a profound effect on the advancement of lesbian, gay, bisexual and transgender (LGBT) rights. They were the catalyst for many movements and groups and also had an influence that led to led to Pride events that commenced a few years after.

This original movement can truly be considered LGBT as it had participants from all mentioned groups, which included very prominent transgender activists of the day. You could say it was way ahead of its time to bring the groups together we now class as LGBT.

Conference, we can't allow this anniversary to pass without celebrating the impact these events had advancing our community, our lives and our recognition in society. It is very likely LGBT rights would have taken longer to come to light or advance if it were not for the influence of the Stonewall Riots.

Conference calls on the national LGBT committee to:

1. Look at various ways of celebrating the anniversary within our self organised group (SOG) such as organising events, publishing literature and promoting education to people of the story of Stonewall;
2. Make the national executive council (NEC) and other SOGs aware of this anniversary and encourage them to look at joining in promoting and celebrating the event with us;
3. Seek to encourage branches to hold events/ celebrations of the anniversary.

East Midlands region LGBT group

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

Amendment 10.1

In second paragraph, insert “Black and” between the words “prominent” and “transgender”

Insert new action point 2.

2. Promote the celebration of this anniversary in Black History Month and LGBT History Month.

Renumber subsequent action points.

Black LGBT members’ caucus

11. DECRIMINALISATION FOR SAFETY

Conference notes that UNISON’s policy on sex work, adopted in 2010 on the basis of a motion from women’s conference, is to support proposals which decriminalise the selling of sex acts while introducing a ‘sex buyers law’ criminalising those who purchase sex acts.

Conference recognises that the great majority of sex workers are women. Conference also recognises that a significant number of women sex workers identify as lesbian, gay, bisexual and/or transgender (LGBT), and there are many gay, bisexual and trans sex workers who do not identify as women. Sex work is an issue for the LGBT community.

Conference notes that national LGBT conference takes a different view to women’s conference, having adopted motions at several conferences which:

1. Recognise that criminalisation of any kind, including of buyers, increases the risks for sex workers and hinders the global fight against HIV (Human Immunodeficiency Virus) and AIDS (Acquired Immunodeficiency Syndrome);
2. Oppose the introduction of a sex buyers law;
3. Reflect the view that sex workers are workers, who should have the same rights and protections as workers in other industries.

Conference further notes:

- A. That there have been significant developments since 2010 including Amnesty’s 2016 publication of its policy on sex workers, which includes

advocating for the decriminalisation of all aspects of consensual adult sex work;

- B. Full decriminalisation is also supported by many other organisations including the World Health Organisation, the Global Alliance Against Trafficking in Women, and Anti Slavery International, and by sex workers organisations;
- C. The rejection by 2018 UNISON women's conference of a motion 'Nordic Model Now!' which called for women's conference to affirm its policy of supporting the Nordic Model, a legal model based on decriminalising the selling of sex acts while introducing a 'sex buyers law'.

Conference further notes New Zealand decriminalised sex work in 2003. The legislation recognises sex work as work, and it is therefore covered by employment law. Sex workers have the legal right to refuse any client for any reason at any point – the law treats sex workers consent as crucial.

The 'New Zealand model' has been praised by women's rights organisations, human rights organisations, and international bodies such as the World Health Organisation, as the best legal approach to protect the safety, rights, and health, of people who sell sex.

Conference recognises that decriminalisation is not about 'encouraging' sex work – it's about the safety of people who sell sex. It believes that as a trade union we should be listening to the workers – to sex workers – and should not be calling for laws that put sex workers, including women and LGBT sex workers, at greater risk.

Conference therefore believes that UNISON should no longer call for the introduction of a 'sex buyers law'.

It therefore instructs the national LGBT committee to begin a dialogue with the national executive council, national women's committee and other appropriate bodies within the union with a view to reviewing and advancing UNISON policy in this area.

Greater London region LGBT group

National LGBT committee position: **SUPPORT**

12. RECRUITING AND INCREASING THE ACTIVISM OF YOUNG AND RETIRED MEMBERS

With an average members' age being 56, UNISON is a middle-aged union.

Conference recognises that two key areas of under representation within UNISON's membership categories are retired and young members. This is also evident within the lesbian, gay, bisexual and transgender (LGBT) self organised group (SOG).

The 2017 retired members conference reported that:

“UNISON has over 172,000 retired members, about one UNISON member in eight, a number and proportion that continues to grow, but the rate of growth has declined from nearly 4% in 2010/11 to less than 1% in 2015/16”.

While the number of members who identify as LGBT is unknown, a comparison can be drawn with estimates of the United Kingdom's LGBT population. The Office of National Statistics believes this to be around 2% whilst other independent surveys claim the figure is more like 6%. Using these estimates there may be anything between 3,440 and 10,320 retired LGBT UNISON members.

Conference recognises that retirement can be a significant life change during which involvement in trade union activism often diminishes. However in later life the discrimination experienced by many LGBT people does not necessarily reduce, it simply appears in other areas of life.

Retaining retired LGBT members is essential for the LGBT SOG as these members have a long history of activism and campaigning for the rights we enjoy today. Their experience, skills, knowledge and activism is extremely valuable when challenging the ongoing discrimination we all continue to face, regardless of age.

At the other end of the spectrum it is essential for UNISON's future that young members are recruited.

As society becomes more permissive young people gain more confidence to 'come out' and be their authentic selves at a far younger age than many of their predecessors. Consequently, the LGBT landscape is evolving and young people are identifying and expressing themselves in ways that many could not have foreseen a generation ago.

UNISON and the LGBT SOG benefit from the different perspectives that young people can offer. Conference therefore welcomes the motion 'Make 2019 the year of young workers' agreed at 2018 national delegate conference.

Conference recognises the value of recruiting and retaining young and retired members.

Conference, therefore calls on the national LGBT committee to:

1. Work with the national retired members organisation to consider ways of recruiting and increasing participation;

2. Work with the young members forum to develop a plan of action for recruiting and increasing activism and participation in line with the action plan in the 'Make 2019 the year of young workers' motion agreed at 2018 national delegate conference;
3. Consider having a workshop at 2019 LGBT conference on recruiting and organising with young and retired members;
4. Consider having a young and a retired member as speakers at 2019 LGBT conference;
5. Consider a recruitment award for increasing the numbers of young and retired members in LGBT groups and caucuses;
6. Consider having feature articles in Out in UNISON on young and retired members.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 12.1

(N.B. if this amendment is carried, then format of bullet point/numbering in amended motion will be changed.)

In the fifth paragraph after "However" add:

" , in retirement some members become active anew and"

and at the end of the paragraph add:

"so LGBT self-organisation remains as relevant as ever".

Add a new seventh paragraph:

"Conference notes the work of the West Midlands regional LGBT group with the region's retired members' committee:

- a. A seminar on issues facing older LGBT people like equal pensions and access to appropriate health and social care services;
- b. Decisions of the regional retired members' committee to:
 - i) Expand the committee to include representatives of retired members of each regional SOG; and,

- ii) Include work with one or more regional SOG(s) in each year's programme
- c. Each has a report from the other as a standing agenda item;
- d. Exchanging information and supporting each other's initiatives on issues of shared concern like surviving partners' pensions and how to elect retired members' representatives to SOG conferences; and
- e. Including LGBT material in retired members' publications, including how to subscribe to Out in UNISON and the monthly LGBT e-bulletin, propaganda like 'Be a Trans Ally' and UNISON taking part at Pride and how to join in.

In the final paragraph, add a new sub-paragraph:

"7. Ask each regional LGBT group, and offer it support, to collaborate with its respective retired members' committee and young members' forum to develop a plan with time-limited objectives and pieces of joint work."

West Midlands region LGBT group

13. NATIONAL SELF-ORGANISED GROUP CONFERENCES - REPRESENTATIVES OF RELEVANT RETIRED MEMBERS

Conference notes that, since Rule D7.8 was amended in 2014, the national retired members' organisation has sent two representatives of relevant retired members to each national self organised group (SOG) conference.

It further notes that the retired members' national committee (RMNC) chooses these representatives, but conference continues to think it would be better if, in future, they were elected, in each case, by and from among the respective relevant retired members themselves.

For example, conference thinks that the two representatives of retired lesbian, gay, bisexual & transgender (LGBT) members to this conference should be elected by retired LGBT members and that members who have not retired or who do not identify as LGBT should have nothing to do with choosing them.

Conference recalls that last year's conference supported an initiative to amend Rule D7.8 accordingly. It congratulates the West Midlands region, and the Birmingham and Solihull Mental Health, Blackpool, City of Wolverhampton, Herefordshire, Islington, Lambeth, Ryedale and Yorkshire & Humberside gas branches for supporting this initiative and submitting the rule amendment to national delegate conference (NDC).

Conference observes that this initiative was unsuccessful as it failed to take account of the opinion of the NDC standing orders' committee (SOC) that, if there were such an election, Rule D8 would require it be conducted in accordance with Schedule C (if the national executive council (NEC) so decides) and with any regulations made by the NEC.

Conference is glad to note that West Midlands region is seeking NDC SOC's advice on wording for a rule amendment with a similar aim next year.

Conference instructs the national LGBT committee:

1. Taking account of NDC SOC's advice (if any) on wording, to ask the NEC to submit an amendment to Rule D7.8 and urge branch and regional LGBT groups to make the same request of their branch or region; and,
2. Should the rule amendment be carried at national delegate conference, to consult the other SOGs and RMNC with a view to asking the NEC not to decide these elections be conducted in accordance with Schedule C, but to make regulations under Rule D8 so each be conducted at retired members' conference either:
 - A. At the respective caucus; or,
 - B. By a ballot of relevant delegates.

West Midlands region LGBT group

National LGBT committee position: **DEFER**

14. WHY ARE WE MISSING?

Conference notes that the current UNISON national executive council (NEC) membership contains no reserved seats for lesbian, gay, bisexual and transgender (LGBT) members.

Conference supports the creation of reserved seat/s for LGBT members on the NEC using the appropriate process to obtain it/ them.

Conference instructs the national LGBT committee to urgently raise this issue with the NEC and inform them of our support for the creation of a reserved LGBT seat/s.

Leicestershire police branch LGBT group

National LGBT committee position: **OPPOSE**

Amendment 14.1

In the second paragraph after “NEC” add:

“elected from a national constituency of LGBT full members in all regions”.

In the final paragraph delete “a” and substitute “such”.

West Midlands region LGBT group

CAMPAIGNING

15. GENDER RECOGNITION ACT REFORM AND GOVERNMENT LGBT ACTION PLAN

Conference welcomes the launch of the Westminster government’s consultation on reform of the Gender Recognition Act (GRA) 2004 on 3 July 2018. It notes that the consultation closed on 19 October, and commends all those branch and regional groups, individual lesbian, gay, bisexual and transgender (LGBT) members and others who submitted responses supporting the reform and updating of the GRA.

Conference notes that the government published a new ‘LGBT Action Plan: Improving the Lives of Lesbian, Gay, Bisexual and Transgender People’ in July 2018, in response to the results of the 2017 national survey of LGBT people. The survey, which had over 108,000 responses, is the largest national survey of LGBT people.

The action plan includes over 70 commitments for government action on LGBT equality. Conference recognises that there is much in the plan to be welcomed but that there are concerns about a lack of detail in some areas and about the adequacy of the funding available to deliver on the commitments made.

Conference notes the plan includes commitments to launch a call for evidence on the issues faced by non-binary people and a separate call for evidence “to improve the evidence relating to intersex people’s experiences.”

Conference further notes that in the area of trans people’s rights, the government signalled that it would not allow the review of the GRA to be derailed by transphobic and trans exclusionary groups. Its response to a petition arguing that any change in the GRA could “impact on women-only services and spaces” and would challenge “the principle of single-sex spaces” clearly stated that reform of the GRA was not a threat to women-only spaces.

However, transphobic groups continue to crowd social media, hijack Pride marches, and garner support from the media. We must remain vigilant and continue to

challenge the misinformation and bigotry that have been, and continue to be, whipped up by those who seek to remove or water down transgender rights.

Conference therefore instructs the national LGBT committee to:

1. Continue to support advances in transgender equality, remain at the forefront of this vital area of work and continue work to dispel myths and challenge bigotry;
2. Work with Labour Link to support the passage of any bill arising from the GRA consultation that seeks to remove unnecessary barriers to gender recognition;
3. Monitor the actions taken by the government on the commitments made in the action plan;
4. Promote and respond to the calls for evidence on the issues faced by non-binary people and the experiences of intersex people;
5. Continue to work with appropriate bodies and partners, such as the Scottish Trans Alliance, to further transgender equality in the United Kingdom (UK) and the devolved nations;
6. Work with the national women's committee to provide updated guidance to branch women's officers about the impact of GRA reform;
7. Update our factsheets and bargaining guides to reflect changes arising from the consultation and associated Parliamentary bills and acts.

National LGBT committee

National LGBT committee position: **SUPPORT**

16.* CONTINUING THE FIGHT FOR TRANS RIGHTS

We have recently seen a rise in attacks on our transgender (trans) comrades both in this country and abroad.

Some of the things that we have seen recently in the media is shocking and totally unacceptable. The use of phrases such as ordinary women and implying that trans people and trans allies are using violence in order to stifle debate is shocking and reminiscent of how the world was prior to the civil rights movement. It is of course exacerbated by the Tories.

There seems to be a movement towards thinking that one cannot be a feminist and a trans ally and to preach that trans women specifically threaten women only space or that trans women cannot identify as lesbians.

This conference has passed motions in the past which clearly shows our continued support to the trans community and our use of the title lesbian, gay, bisexual and transgender (LGBT) group clearly defined us as trans allies. We are grateful to the national LGBT committee for producing the trans allies leaflet.

We call on the national LGBT committee to:

1. Condemn this behaviour and work with organisations such as the TUC (Trades Union Congress) to challenge these theories whenever and wherever they arise;
2. To work with regions to continue to publicise the trans network day and encourage all who come under our trans umbrella to attend;
3. To work with Labour Link in order to promote the retention of women only shortlists;
4. To redistribute the trans ally leaflets widely at events throughout Britain.

North West region LGBT group

National LGBT committee position: **DEFER**

17.* TRANSPHOBIC ‘FEMINISM’

Freedom of speech is one of the most precious human rights. As a union we accept healthy, vigorous debate in which people can disagree with each other in order to test ideas, expose prejudice and advance society and sharing a platform with people you profoundly disagree with is the best way to challenge and expose them.

However, there are some instances, where restrictions on free speech may be legitimate and this would be to prevent racist, misogynistic and anti lesbian, gay, bisexual, transgender (LGBT) abuse, threats, harassment and incitements of violence.

Conference, abuse, threats, harassment and violence are what many of our trans colleagues have to put up with and suffer from everyday with much of the ‘hate’ coming from some prominent feminists in the media and, it is regrettable to say, within the Labour Party, with much of the vitriol being predominantly targeted at trans women.

Many of these feminists seem to think that it is OK for them to vilify trans women, questioning whether trans women are ‘real’ women, and in some instances

threatening violence, with at least one Labour activist, being questioned by police over an alleged hate crime for comments she made at a meeting in York in 2017.

And then they have the audacity to take offence when they are censored or 'no-platformed' and advocate that by doing so is an attack, not only on them, but also on free speech and is all part of a 'war on women'? Well, conference, enough is enough.

Conference, we all know who some of these individuals are, and when they are boycotted or shouted down by members of the public or organisations they are not having their freedom of speech taken away, and they are not being censored: they are simply being told that their harmful, hateful views are not welcome and being asked to 'shut-up' or take their views elsewhere.

The trans-phobic messages of hate, particularly against trans women, that these individuals are making are not being made in the name of 'freedom of speech', they are being made in the name of ignorance, prejudice and hate and they should not be given the prominence in the media that they are being given.

Conference calls on the national LGBT committee to:

1. Take a firm public stance against trans exclusionary radical feminism;
2. Support UNISON members by producing guidance on:
 - A. What trans exclusionary radical feminism is and how it damages our community;
 - B. Best practice for dealing with trans exclusionary radical feminism;
 - C. The importance of creating a safe environment for trans and non-binary members;
 - D. Any intersectional issues faced by trans and non-binary people who are Black Asian Minority Ethnic (BAME), disabled and feminine presenting.
3. Work with Labour Link to highlight the trans-phobic issues within some sectors of the Labour Party and set about addressing those issues.

Yorkshire and Humberside region LGBT group

National LGBT committee position: **DEFER**

Amendment 17.1

In action point 2.D delete 'Asian Minority Ethnic (BAME)'

18. MOTION TO THE NATIONAL LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) CONFERENCE ON MARRIAGE EQUALITY

That this conference calls upon the national lesbian, gay, bisexual and transgender (LGBT) committee to continue to apply pressure in any way legally possible to make full equal marriage a reality in all areas of the United Kingdom (UK).

This will include continued pressure by the national LGBT committee on Westminster and Stormont (if appropriate) to legislate on the extension of gay marriage to Northern Ireland where our brothers and sisters are still denied their basic human right to be able to marry who they choose. This will give them their long awaited equal status which the rest of the UK already enjoys. This is in line with recent changes in the law in many other countries including Ireland and Australia. The continued lack of action on this matter by those in a position to change this discrimination is a disgrace to the British justice system and cannot be allowed to continue a moment longer than absolutely necessary.

It has been noted that in a recent Northern Irish poll, reported by the Trades Union Congress (TUC) that it was found that 75% of the Northern Irish community are in agreement to the proposed change in the law.

The national LGBT conference urges the national LGBT committee to support campaigns such as those by Love Equality and others to end this discrimination as soon as possible.

The Equality Act 2010 is enacted throughout the United Kingdom and this failure to act is a disgrace on the part of the British justice system.

It is also a disgrace that if British residents marry in another part of the United Kingdom that their marriage is not valid in Northern Ireland.

Suffolk county branch LGBT group

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

Amendment 18.1

In title delete "motion to the national lesbian, gay, bisexual and transgender (LGBT) conference on"

In second paragraph, first sentence, replace "gay" with "equal" and replace "our brothers and sisters" with "LGBT people". In the second sentence replace all after

“This will” and insert “provide long-awaited marriage equality in Northern Ireland, remove the last remnants of marriage inequality from the island of Ireland and finally provide recognition of same-sex couples who have been legally married in other parts of the UK.” Delete the rest of the paragraph.

In the third paragraph, first sentence, delete “It has been noted that in” and insert “Conference welcomes”, delete “it was found that” and insert “found” and delete all after “community” and insert “agree with the proposed law change. This inequality within the UK cannot be allowed to continue.”

In the fourth paragraph, delete all after “national LGBT committee” and insert “to:

1. Continue to support campaigns such as Love Equality;
2. Work with Labour Link and the national executive council as appropriate to campaign for equal marriage legislation to be enacted in Northern Ireland”.

Delete the final two paragraphs.

National LGBT committee

19. SAME SEX MARRIAGE IN NORTHERN IRELAND

That this conference celebrates that same sex marriage has been legalised in Argentina, Australia, Belgium, Brazil, Canada, Colombia, Denmark, Finland, France, Germany, Iceland, Ireland, Luxembourg, Malta, Mexico, the Netherlands, New Zealand, Norway, Portugal, South Africa, Spain, Sweden, Scotland, England, Wales, the United States of America and Uruguay.

That this conference is concerned that the same rights are not enjoyed by our lesbian, gay, bisexual, transgender plus (LGBT+) comrades in Northern Ireland.

That this conference is further concerned that the Democratic Unionist Party (the DUP) has vetoed the democratic will of the Northern Ireland Assembly by using a ‘petition of concern’ and is committed to prevent legislation from reaching the statute books.

That this conference also deplores the agreement between the Tory government and the DUP and the prominence this gives the homophobic DUP in British politics.

That this conference calls on the national LGBT committee:

1. To work with the national executive council (NEC) and other appropriate committees to highlight the unfair situation regarding equal marriage in Northern Ireland;

2. To use all means available to support the campaign for equal marriage in Northern Ireland.

Scotland region LGBT group

National LGBT committee position: **SUPPORT**

20. EQUAL PENSIONS

Conference notes that:

1. The Supreme Court decision in *Walker v Innospec* in July 2017, that upon John Walker's death his husband should get the same pension as would his widow, relies upon European Union (EU) law and sets aside a provision of the United Kingdom's (UK's) Equality Act 2010 that permitted occupational pension schemes to pay benefits to surviving same-sex spouses and civil partners only in respect of contributions made since the introduction of civil partnership in 2005; and,
2. On 28 March 2018, the Treasury confirmed the position for couples in public service pension schemes:
 - A. The widow of a male spouse will receive benefits based on service since 1972;
 - B. The widow of a female spouse will receive benefits based on service since 1972;
 - C. The widower of a male spouse will receive benefits based on service since 1972;
 - D. The widower of a female spouse will receive benefits based on service since 1988.

Conference observes:

- I. The court only decided John Walker's case; we will only know, once it is tested, how wide a precedent it sets;
- II. It remains to be transposed into UK Law in accordance with the EU (Withdrawal) Act; and
- III. Public service pension schemes continue to treat widowers of female spouses less favourably than other surviving partners.

Conference affirms UNISON's aim to bring surviving same-sex spouses and civil partners' pensions and those for widowers of female spouses (including bisexual and transgender widowers) into line with those for widows of male spouses in all respects.

Conference considers that, since the decisions of the Supreme Court and the Treasury do not wholly achieve this, UNISON should continue to campaign to do so by means of primary domestic legislation.

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

- a. To work with the national executive council, the national retired members' committee, the national Labour Link committee and others, as appropriate, to develop a broad-based and sustained campaign to achieve equality; and
- b. To encourage the Trades Union Congress (TUC) LGBT+ committee to give the matter regular attention and to raise it, if needs be, with the Scottish TUC, the Irish Congress of Trade Unions and others as appropriate.

West Midlands region LGBT group

National LGBT committee position: **DEFER**

21. PRIDE IN PROCUREMENT

Conference notes the recent increase in the number of companies selling 'Pride' related fashion and merchandise either in partnership with lesbian, gay, bisexual and transgender (LGBT) organisations or on the premise that a percentage of their sales will be donated to LGBT organisations.

Examples include Primark, which teamed up with Stonewall, and H&M, which donated 10% of its sales to the United Nations Free & Equal campaign which aims to promote equal rights for all individuals around the world. Both companies have faced criticisms in respect of their ethical sourcing due to where garments are manufactured and due to some of their collections being manufactured in countries where LGBT criminalisation and persecution persists.

Conference also notes that during Pride season, trade unions, employers and Pride committees themselves may also purchase merchandise without being aware of source.

Conference notes that UNISON has a supplier code of conduct, which includes the Ethical Trade Initiative (ETI) Base Code. The Code covers human rights abuses, freedom of association, safe working conditions, fair payment throughout the supply chain, slavery, impact on climate change, deforestation and pollution. It makes

explicit reference to International Labour Organisation standards, anti-discrimination, the Modern Slavery Act 2015 and responsible supply chains.

Conference commends the new UNISON guidance 'Responsible Buying in Public Services' which includes recommended activities, an ethical procurement checklist and a model motion to councils. Conference also commends UNISON's research with People & Planet into ethical procurement in United Kingdom (UK) local authorities which found that of the local authorities studied only 8 had a stand-alone ethical procurement policy, and only 2 reference the ETI Base Code.

Conference believes that our globalised world is characterised by deregulation, privatisation and austerity, and products have long and complex supply chains. Different stages of production take place in multiple locations and may involve contracting and outsourcing. This has frequently revealed systemic human rights abuses, no protection against discrimination, poor labour standards, denial of trade union rights and freedom of association.

Conference further believes that the way forward is for the adoption of ethical procurement policies based on the ETI Base Code.

Conference therefore calls on the national LGBT committee to:

1. Raise awareness of ethical procurement amongst LGBT members using the UNISON guidance and research;
2. Encourage branch and regional groups and caucuses to discuss ethical trading with LGBT organisations we work with, including Pride committees;
3. Work with the international department to promote understanding in the union of ethical procurement and its impact on LGBT people;
4. Promote the UNISON campaign to urge branches to raise the issue of ethical procurement with their employers;
5. Work with UNISON's national Labour Link committee to raise awareness within the Labour Party of ethical procurement and its impact on LGBT people;
6. Raise these issues with the Trades Union Congress LGBT+ committee.

National LGBT committee

National LGBT committee position: **SUPPORT**

Amendment 21.1

Add a new sixth paragraph:

“Conference also notes that UNISON affiliates to Labour Behind the Label, the only UK campaign group that focuses exclusively on labour rights in the global garment industry. It has been instrumental in pushing UK retailers to sign the Bangladesh Accord on Fire and Building Safety, ensuring Rana Plaza victims receive long-term compensation, supporting workers in Indonesia to receive legally-owed severance pay, and campaigning with Cambodian garment workers to demand a living wage, among many other cases. It is a workers’ cooperative based in Bristol. It represents the Clean Clothes Campaign in the UK and works with over 250 partner organisations worldwide through this network. In the UK it works with a variety of partners including trade unions.”

In the final paragraph add two new sub-paragraphs:

- “6. Offer Labour Behind the Label a stall and/or a workshop at next year’s LGBT conference and investigate lines of joint campaigning at selected Pride events and on other appropriate occasions;
7. Publicise Labour Behind the Label in Out in UNISON and urge LGBT members to get their branches and regions to affiliate.”

Re-number sub-paragraph “6” as sub-paragraph “8”.

West Midlands region LGBT group

22. RAISING BI VISIBILITY AND SUPPORTING BI PRIDE

Conference can celebrate how far we’ve come as a lesbian, gay, bisexual and transgender (LGBT) community, but sometimes in the bi community it can feel as if we’re slipping into obscurity again, and again.

Conference recognises that coming out can be wonderful, sometimes mundane, often traumatic. What would happen if you had to come out again and again, a never-ending cycle of assessing whether it is appropriate, whether you’ll be judged, condemned, or accepted? This is what it can mean to be bi.

The impact is that bisexual people suffer higher rates of anxiety and mental health issues than many of our counterparts in the LGBT community. Bi women are three times more likely to suffer from sexual assault than straight or lesbian women, and 60% more likely to develop an eating disorder. Bi men, especially Black bi men are demonised as vectors of HIV (human immunodeficiency virus) transmission. Much of this can be attributed to the double discrimination we face. Bi visibility is an issue

that is becoming all the more relevant as younger people embrace the freedom of non-categorisation. All the while it seems some of our LGBT community insist that bi people choose between being gay and being straight. If we want our union to remain relevant in a young, queer world, it's time to recognise the value of bi visibility, and embrace it.

If conference is questioning how we achieve this, why not turn to those organisations already working so hard in this area. Brenda Howard, the mother of 'Pride' was an out bi woman. While many prides appear to have forgotten their bi origins, Bi Pride UK is still fighting. They are working hard with established prides, and smaller events to ensure that bi awareness is raised and stays on the agenda. They are creating safe bi spaces, providing training and resources, and speaking up. As an LGBT community we all benefit, demonstrating tolerance, inclusivity, and acceptance.

Conference therefore instructs the national LGBT committee to:

1. Work with Bi Pride UK to increase bi visibility at Pride events supported by UNISON, and to support the first Bi Pride UK event on 09 March 2019;
2. Develop a fact sheet on how to be a good bi ally, and how to combat bi erasure and biphobia, and circulate it to branches and regional LGBT self organised groups (SOGs);
3. Provide support to branches and regional SOGs for Bi Visibility day on the 23rd September.

Bisexual members' caucus

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

23. PRIDE IN LONDON

At the Pride parade held in London, on Saturday 7th July 2018, a transphobic protest took place at the front of the march and stole the limelight from Sadiq Khan, the Mayor of London, and NHS workers.

The 'hi-jack' of the parade was carried out by ten lesbians who held a banner that read "transactivists erase lesbians"

The protesters were at the front of the parade for 20 minutes, albeit with an enforced gap between the official start and their protest, but they were able to march out ahead and hand out leaflets that stated that the trans movement was coercing lesbians to have sex with trans women. One protestor shouted, "A man who says he is a lesbian is a rapist".

There has been much condemnation of the 'Pride in London' committee for not taking action to remove the anti-trans protestors. A petition of over 2,200 LGBT (lesbian, gay, bisexual and transgender) people called for a change in the board of the Pride in London committee and a promise from them not to platform transphobia again, and there has been a significant backlash from trans supportive lesbians on social media. Overall, the anti-trans protest has backfired as it has brought attention to their bigotry and hatred.

It is encouraging to note that the 'Pride in London' committee will be looking at what they can do to stop this ever happening again and that they are seeking advice from the Greater London Authority, the Metropolitan Police, Westminster City Council, TfL and consulting with the Community Advisory Board.

It is recognised that Stonewall was started by Black trans women.

We request that the UNISON national lesbian, gay, bisexual and transgender (LGBT) committee write to the Pride in London organisers asking them to remove anti-trans protestors in future pride events, and that it is organised that trans people and ideally Black trans women, lead the London Pride parade next year in commemoration of the 50th anniversary of the Stonewall fightback for equality.

Camden branch LGBT group

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

Amendment 23.1

In last paragraph after "committee" start new line and insert action point "1." prior to "write to London Pride" and at the end add:

- "2. Make contact with UNISON's national women's committee asking for their support in this matter.
3. Also ask the national executive council to consider encouraging UNISON members to attend London Pride 2019 by advertising the event in appropriate UNISON communications."

Last part of motion would now read:

"We request that the UNISON national lesbian, gay, bisexual and transgender (LGBT) committee:

1. Write to the Pride in London organisers asking them to remove anti-trans protestors in future pride events, and that it is organised that trans people and ideally Black trans women, lead the London Pride parade next year in

commemoration of the 50th anniversary of the Stonewall fightback for equality;

2. Make contact with UNISON's national women's committee asking for their support in this matter;
3. Also ask the national executive council to consider encouraging UNISON members to attend London Pride 2019 by advertising the event in appropriate UNISON communications."

Leicestershire police branch LGBT group

Amendment 23.2

In second paragraph, after "of the", insert "front of".

In fourth paragraph, delete all after "transphobia again".

Insert new 5th paragraph:

"Overall, the anti-trans protest backfired as it exposed and brought wide attention to their bigotry and hatred. There was a significant response on social media in the days following the march from trans supportive lesbians, rebutting and ridiculing the transphobic claim that they were being 'erased' by trans women. Groups carrying trans and trans supportive banners such as "L with the T" led most of the Pride marches held in the following weeks."

In existing 6th paragraph, delete all after "that" and insert: "Black trans women played a prominent part in the Stonewall Riots of 1969, an event that is commonly thought of as the beginning of the LGBT rights movement and which Pride events throughout the world are a celebration of."

In last paragraph, delete "to remove anti-trans protestors in" and insert: "what steps will be taken to prevent anti-trans protestors disrupting".

Greater London region LGBT group

24. COUNTY LINES – IMPACT ON CHILDREN, YOUNG PEOPLE AND FAMILIES

County lines, or 'going country' means groups or gangs using young people or vulnerable adults to carry and sell drugs across county boundaries. The 'lines' refer to mobile phone lines used explicitly for the purpose.

Cuckooing is where a drugs gang, often operating through a county line, will come to a small rural town and pick on a vulnerable adult. The gang will operate from that person's property, using that base to exploit that individual or individuals to sell their drugs from the location over the course of a week or two or more.

The majority of those recruited by gangs are 15-to-17-year-old boys. Boys are less likely to be recorded as missing and perceived to be at lower risk than girls ensuring county lines operations have been able to exist below the radar. Girls who are exploited along county lines are at increased risk of sexual exploitation and trafficking.

LGBT (lesbian, gay, bisexual and transgender) young people find it especially hard to get support in rural areas and are often targeted due to their sexual orientation or gender identity. There is very little understanding and awareness of how they are exploited through targeted grooming, using threats to 'out' them and manipulation of internalised homophobia, biphobia and transphobia to trap them into continued abuse. Young homeless LGBT people are an especially vulnerable group and a combination of sexual and criminal exploitation is often used.

There is also over criminalisation of BME (Black, and minority ethnic) young people caught up in county lines exploitation and LGBT BME young people are especially vulnerable to isolation and violence.

The current government's so called 'austerity' programme has resulted in policing, children, adult social care and youth service funding being slashed to such a degree that all services are struggling to cope. Meanwhile well organised gangs of drug dealers have found a lucrative way of increasing their market and with so many cuts, services have struggled to tackle this and respond. Children go missing, homes are 'cuckooed', and communities are destroyed by huge influxes of drugs and a risk in criminal as well as sexual exploitation.

Our members are being impacted with several rural areas being explicitly targeted and families are left with little or no support, not knowing where to turn. Our members working in children, adult and family services and specific LGBT services feel powerless and frustrated with so little resources to tackle the situations which they face daily. When the situation is already so hard for non-LGBT young people, the barriers that LGBT young people face are huge and there needs to be urgent action to ensure awareness of their needs is raised and help and support provided.

Actions

We call on the national LGBT committee to:

1. Continue to campaign for an end to austerity and for adequate funding for police and social care;

2. Raise awareness of how LGBT young people are groomed and exploited both sexually and criminally.

South West region LGBT group

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

Amendment 24.1

In first paragraph, delete all after “going country” and insert:

“, is a national issue involving the use of mobile phone ‘lines’ by groups to extend their drug dealing business into new locations outside of their home areas. This generally involves a group from an urban area expanding their operations by crossing one or more police force boundaries to more rural areas, setting up a secure base and using runners to conduct day to day dealing. A ‘county lines’ enterprise almost always involves exploitation of vulnerable persons; this can involve both children and adults who require safeguarding.”

In second paragraph, first sentence, delete all after “town” and insert:

“and exploit young or vulnerable persons, often using threats and/or violence, to achieve the storage and/or supply of drugs, and secure the use of their home”.

In fourth paragraph, first sentence, delete “often targeted due to” and insert: “and are vulnerable to being targeted by these gangs because of”.

In fifth paragraph, delete “criminalisation” and insert “representation”; delete “young people are” and insert “young people may be”.

Greater London region LGBT group

25.* CONVERSION THERAPY AND SAME SEX ATTRACTION DISORDER

Conference, the thought that being gay is an illness that can be cured seems archaic but, among some fundamentalist Christian groups this is exactly what they think. One such group, the Core Issues Trust, describes homosexuality as ‘same sex attraction disorder’ and has made a documentary film ‘Voices of the Silenced’ which shows individuals allegedly “leaving homosexual practices and feelings”, and being “rescued”.

The conversion process is commonly known as Conversion Therapy and is defined in the ‘Memorandum of Understanding on Conversion Therapy in the UK’, as an

umbrella term for a type of talking therapy or activity which attempts to change sexual orientation or reduce attraction to others of the same sex.

This Memorandum of Understanding was published in 2015 and was signed by all the major health and counselling bodies including all the major psychological professional bodies in the United Kingdom (UK) who had concluded that conversion therapy is unethical and potentially harmful. If the professional health bodies have deemed conversion therapy “unethical and potentially harmful” then why are these groups being allowed to promote it, because, worryingly, there is no ban on gay conversion therapy in the UK? However, more and more individuals and organisations are calling for the practice to be banned, including a number of members of parliament (MPs) and the Church of England.

Between July and October 2017 the government carried out a national lesbian, gay, bisexual transgender (LGBT) survey. The survey included questions about conversion therapy asking if respondents had been offered or undergone the therapy and where it took place.

The government repeatedly states that it “condemns any attempt to treat being lesbian, gay, or bisexual as an illness”, that “being LGBT is not an illness to be cured, and the practice of conversion therapy is wrong”, so it can only be hoped that when the results of the LGBT survey are published later this year that the government will act and finally start the process to make ‘gay conversion therapy’ illegal.

In the meantime many LGBT people are left struggling with coming to terms with their sexuality and many are seeking or are being coerced into having conversion therapy because some misguided individuals and organisations tell them that they can be ‘cured’. Nobody should be told that their sexual orientation is a mental health disorder that can be cured and it is about time the practice of conversion therapy was criminalised, as it is in Malta and a number of states in America, Canada and Australia.

Conference calls on the LGBT national committee to:

1. Make full use of UNISON’s resources so that MPs of all parties can be contacted and asked to support any forthcoming legislation which would ban ‘conversion therapy’;
2. Contact regions and branches highlighting conference’s concerns with ‘conversion therapy’ and asking them to contact their local MPs asking for their support to ban the practice.

Yorkshire and Humberside region LGBT group

National LGBT committee position: **DEFER**

26.* CONVERSION THERAPY

Conference notes that conversion therapy is the pseudoscientific practice of trying to change an individual's sexual orientation from homosexual or bisexual to heterosexual using psychological or spiritual interventions. There is no reliable evidence that sexual orientation can be changed and medical, scientific and government organisations in the United States of America (USA) and United Kingdom (UK) have expressed concern over conversion therapy and consider it potentially harmful. Various legal jurisdictions in Asia, Europe, and the Americas have passed laws against conversion therapy yet in the USA, UK and other parts of the world it remains legal.

Conference further notes that The American Psychiatric Association (APA) opposes psychiatric treatment "based upon the assumption that homosexuality per se is a mental disorder or based upon the assumption that a patient should change his/her sexual homosexual orientation" and describes attempts to change sexual orientation by practitioners as unethical. It also states that debates over the integration of gay and lesbian people have obscured science "by calling into question the motives and even the character of individuals on both sides of the issue" and that the advancement of conversion therapy may cause social harm by disseminating unscientific views about sexual orientation. United States Surgeon General David Satcher in 2001 issued a report stating that "there is no valid scientific evidence that sexual orientation can be changed".

Conference notes that the highest-profile advocates of conversion therapy today tend to be fundamentalist Christian groups and other organisations which use a religious justification for the therapy rather than speaking of homosexuality as "a disease". The main organisation advocating secular forms of conversion therapy is the National Association for Research & Therapy of Homosexuality (NARTH), which often partners with religious groups.

Conference remembers that techniques used in conversion therapy prior to 1981 in the United States and Western Europe included ice-pick lobotomies; chemical castration with hormonal treatment; aversive treatments, such as "the application of electric shock to the hands and/or genitals"; "nausea-inducing drugs ... administered simultaneously with the presentation of homoerotic stimuli"; and masturbatory reconditioning. More recent clinical techniques used in the United States have been limited to counselling, visualization, social skills training, psychoanalytic therapy, and spiritual interventions such as "prayer and group support and pressure", though there are some reports of aversive treatments through unlicensed practice as late as the 1990s. The term reparative therapy has been used as a synonym for conversion therapy in general, but it has been argued that strictly speaking it refers to a specific

kind of therapy associated with the psychologists Elizabeth Moberly and Joseph Nicolosi.

In July 2018 Teresa May announced a consultation on the banning of conversion therapies in the UK.

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

1. Campaign against conversion therapy;
2. Respond to the public consultation on the banning of conversion therapies;
3. Work with Labour Link to get it made illegal in the UK;
4. Work with international partners to highlight and campaign against the practice.

North West region LGBT group

National LGBT committee position: **DEFER**

INTERNATIONAL

27. PALESTINE

Conference notes that:

1. Israel carries on denying Palestinians their rights and refusing to comply with international law. It maintains regimes of settler colonialism, apartheid and occupation over the Palestinian people;
2. This is only possible because of international support for Israel; governments do not hold Israel to account; corporations and institutions all over the world help Israel to oppress Palestinians;
3. Because those in power refuse to act to stop this injustice, Palestinian civil society calls for Boycott, Divestment and Sanctions, a global citizens' response of solidarity with the Palestinian struggle for freedom, justice and equality which UNISON has long supported; earlier lesbian, gay, bisexual & transgender (LGBT) conferences have echoed this support; and,
4. LGBT communities are a major target for 'Brand Israel', the Israeli government strategy to divert attention from colonialism, apartheid and occupation and make Israel appear liberal, modern and attractive; targeting LGBT people thus is called 'Pinkwashing'.

Conference considers that Pinkwashing demands a more concerted and sustained response than hitherto to assert that LGBT communities stand on the side of human rights, shoulder to shoulder with the Palestinian people.

Conference confirms its support for the group, No to Pinkwashing, (NtP) but notes its activities are sporadic and largely confined to London.

Conference therefore wonders whether we need another network, close to the Palestine Solidarity Campaign (PSC), to maintain a consistent focus on LGBT solidarity with the Palestinian people and engage LGBT trade unionists in its work.

Conference recalls the resolution of last year's conference which welcomed publication of 'Palestine: is your pension fund investing in the occupation: a UNISON guide to engaging your pension fund' and noted PSC's successful application for judicial review of the United Kingdom (UK) government's regulations that tried to stop local government pension funds from divesting from such companies.

Conference welcomes UNISON's continuing work in this area and the new version of the guide prepared with the support of PSC and of Palestinian Lawyers for Human Rights.

But conference regrets to note the UK government's successful appeal against the outcome of the judicial review and that, in response, UNISON has paused its guide and PSC has launched a campaign to fund an appeal to the Supreme Court.

Conference instructs the national LGBT committee, seeking the support of the national executive council as needs be, to:

- A. Discuss with PSC, LGBT groups in selected trade unions and others as appropriate how feasible it would be to set up a new LGBT Palestine Network to work alongside NtP;
- B. Continue campaigning to raise LGBT people's awareness why not to go on holiday or make cultural or sporting visits to Israel and offer appropriate support to campaigns to boycott Eurovision 2019;
- C. Publicise the work of PSC, urge LGBT members to join and to get their branches and regions to affiliate and support PSC's fundraising campaign; and,
- D. Continue promoting UNISON policy and guidance on pension fund divestment as and when appropriate.

West Midlands region LGBT group

National LGBT committee position: **SUPPORT**

28. PALESTINE

Conference condemns Donald Trump's unilateral decision to recognise Jerusalem as the capital of Israel and to move the US embassy to the city.

On 14 May, as Israeli and US officials celebrated the embassy's official opening, Israeli troops fired with live ammunition on unarmed Palestinians taking part in the Great Return March protests in Gaza, killing 62 and injuring over 2000. The protests, which started on 30 March, have continued. As of 14 July, 138 Palestinians have been killed and more than 16,000 injured (including over 4,600 by live fire) in these demonstrations, including teenagers, journalists and medics.

On 12 May, Israel won the Eurovision Song Contest and Israeli Prime Minister Benjamin Netanyahu proclaimed that it would be hosted in Jerusalem. The European Broadcasting Union, which produces Eurovision, then announced that people should not book their flights to Israel for Eurovision 2019 "just yet" and should wait for official announcements "on where and when it'll take place".

The Israeli government has been brazenly using Eurovision to push its claim to Jerusalem and as part of its ongoing 'Brand Israel' strategy, 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. Lesbian, gay, bisexual and transgender (LGBT) people are a primary target of 'Brand Israel', and of a campaign specifically aimed at trying to undermine support in LGBT communities for the Palestinian people.

Meanwhile, the #BoycottEurovision2019 campaign has been gathering pace, with the launch of a campaign in Ireland endorsed by major public figures, artists, the Musicians Union and Irish Equity, a petition in Iceland signed by over 25,000 people, and similar calls in Australia, Malta, Sweden and the United Kingdom (UK). Currently, the indications are that the contest will be hosted in Tel Aviv and not Jerusalem but in June 20 Palestinian cultural and journalists organisations published an open letter calling for a boycott wherever Israel holds it.

2017 conference instructed the national LGBT committee to continue to work with the national executive council (NEC) on Palestine in various ways, including stepping up campaigning to raise LGBT people's awareness as to why they should not go 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.

Conference believes that the UK should boycott Eurovision 2019 and instructs the national LGBT committee to continue work with the NEC and international department to:

1. Step up campaigning to raise LGBT people's awareness as to why they should not go to Eurovision 2019 or on holiday to Israel;
2. Give appropriate support to the 'Boycott Eurovision 2019' and 'No to Pinkwashing' campaigns;
3. Encourage LGBT members, branch and regional groups to take up actions in support of Palestinian rights;
4. Publicise the work of the Palestine Solidarity Campaign, and encourage LGBT people to become members.

National LGBT committee

National LGBT committee position: **SUPPORT**

29. SOLIDARITY INITIATIVES TO SUPPORT LGBT PEOPLE IN TURKEY AND COLOMBIA

Conference reaffirms that lesbian, gay, bisexual and transgender (LGBT) rights are human rights. However, even where legislation is in place, many LGBT workers still face considerable discrimination. Research shows transgender people experience the most severe forms of workplace discrimination including, in some countries, being excluded from the formal labour market completely.

Turkey and Colombia are two of UNISON's international priorities because trade unionists are particularly targeted in these countries. Workers, trade unionists and LGBT people in Turkey and Colombia are being silenced by every means - intimidation, incarceration, torture and sometimes death - for protesting against abuse and discrimination and demanding trade union and human rights are respected.

Many of us take it for granted that we can organise and meet to discuss work problems, engage in political debate and challenge poor employer practices. In Turkey and in Colombia this is not the case and is all the more dangerous for LGBT trade unionists, who risk intimidation, abuse and death.

In Turkey, the far-right and ultra-nationalist groups have attempted to stop LGBT people from marching in Pride events citing public morality and values. Emergency rule has allowed President Erdogan to bypass parliament and to suspend rights and freedoms, with more than 2,200 private educational institutions, 19 labour unions, 15 universities and nearly 150 media outlets closed.

In Colombia, more than 120 land and environmental activists, community leaders and others have been killed in just one year, the vast majority of them in crimes that are not being adequately investigated by the justice system. Following the killing of 10 human rights activists in January 2018, Amnesty International called on the Colombian government to provide immediate protection to at-risk activists.

Conference notes that solidarity is the very basis of trade unionism and should not stop at national borders. The updated 2018 ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) world map depicting LGBT rights illustrates graphically where LGBT inequality still exists.

Conference therefore welcomes UNISON's international development fund (UIDF), which provides funding for trade union projects in other countries to improve their capacity to organise, defend and promote rights and represent workers effectively.

Conference instructs the national LGBT committee, working with UNISON's international committee where appropriate, to:

1. Continue to promote membership of ILGA through regional and branch LGBT networks;
2. Promote awareness of LGBT specific atrocities in Colombia, encourage regions and branches to affiliate to Justice for Colombia and encourage LGBT members to become members of Justice for Colombia;
3. Promote awareness of LGBT specific atrocities in Turkey with SPOT (Solidarity with the People of Turkey) and seek to encourage messages of solidarity with LGBT groups in Turkey;
4. Encourage regional international committees to include an LGBT element in their work programmes;
5. Work in solidarity with other trade unions and international labour organisations to fight LGBT inequality;
6. Continue to alert LGBT members of opportunities to support global LGBT rights;
7. Seek opportunities to utilise UNISON's international development fund to further LGBT equality in Turkey and Colombia.

National LGBT committee

National LGBT committee position: **SUPPORT**

30. MAKING OUR UNION NON-BINARY AND DISABILITY INCLUSIVE

Conference notes that a growing number of our members, some of whom are disabled members, define as non-binary. For UNISON non-binary disabled members, the existing structures and practices within the union may not acknowledge their identity and may create a feeling of exclusion from the union at all levels, including within disabled members self-organisation as well as the wider union.

Misgendering, where someone is assumed to have a gender identity they do not, is a particular problem. Some non-binary people use pronouns other than “he” or “she”, such as “they”. The perpetuation of binary models of gender identity throughout our union, including the use of language such as “ladies and gentlemen”, may add to the sense that there is no place for non-binary people in our union.

Non-binary people who are disabled experience multiple challenges, one of which is having a gender identity that few people know about or understand (50% of non-binary people are not out at work (Scottish Trans Alliance research 2015)). This is exacerbated by disability discrimination.

Conference welcomes UNISON’s factsheet “Gender equality: non-binary inclusion?” and UNISON’s PowerPoint presentation on non-binary inclusion that was successfully delivered to the national disabled members committee (NDMC) by representatives from the national lesbian, gay, bisexual and transgender committee (national LGBT committee).

Conference welcomes further work that the national LGBT committee has done on non-binary inclusion, including with NDMC which led to a motion being submitted to their 2018 national conference on non-binary inclusion with a focus on making the disabled self-organised group more inclusive of our disabled non-binary members.

Conference upholds the principles of fair representation and proportionality and understands that there remains a need for gendered references such as for reserved seats for women. Indeed, disabled LGBT women are under-represented within some structures of the union.

However, there are many places within UNISON’s rule book, guidance and structures, excepting the need for women’s representation, where gendered references are unnecessary and as a result not inclusive for our non-binary members. This means that where seats are designated ‘male’ seats and not ‘general’ seats, our non-binary members are excluded from standing on various committees. Where there are references in the rule book to ‘he’ and ‘she’ our non-binary members are made invisible.

Conference therefore instructs the national LGBT committee to work with the national executive council and other self-organised groups:

1. To consider ways in which the language in the UNISON rule book and other documents can be reviewed to make sure that they are inclusive of our non-binary members;
2. To consider ways in which the structures of the union can be reviewed to enable our non-binary members to be able to stand for election at all levels of the union
3. To continue to raise awareness around non-binary inclusion including issues on intersectionality.

Disabled LGBT members' caucus

National LGBT committee position:

31. IMPLEMENT THE UNITED NATIONS' RECOMMENDATIONS NOW

Conference notes with concern that disabled lesbian, gay, bisexual, transgender (LGBT) people are being disenfranchised at the hands of the Tory Government and our human rights and independence are seriously under threat.

Disabled LGBT people are facing cuts to benefits, rises in unemployment, disability pay gap, no protection against dual discrimination, reductions in the provision of social care, the denial of the right to independent living, and increase in hate crime.

As a result of sustained Government attacks on our services, many that we rely on have been withdrawn or reduced and we face uncertainty about our futures. LGBT disabled and older people face additional issues including health and care services that do not address our needs, or respect our sexual orientation or gender identities.

Conference is perplexed that, following the creation of the Inter-Ministerial Group on Disability and Society, Sarah Newton (Minister of State for Disabled People, Health and Work) announced on 6 September she will drive forward co-ordinated action across Government to jointly tackle barriers to disabled people's full participation and inclusion in society, ensuring progress is driven by the implementation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). The actions include making available funding for social care, providing support through Access to Work, including through the new Tech Fund, and through their expenditure on benefits to support disabled people.

This pays lip service to the damning report published by the United Nations (UN) in August 2017 condemning the United Kingdom (UK) Tory Government's failure to

uphold disabled people's rights. The report raises over 60 areas of concern: from education to employment, from housing to health and from transport to social security.

Many of these issues have specific impacts for disabled LGBT people, for example, LGBT people are disproportionately more likely to be homeless than non-LGBT people and finding accessible accommodation can prove extremely difficult.

The Government was also criticised for poor performance by the U.N. on mental health. The disabled LGBT community is disproportionately affected by mental health issues with higher rates of self-harm and suicide. Due to being a high risk group for HIV (Human Immunodeficiency Virus) and as consequence of the HIV/AIDS (Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome) crisis of the 1980's many gay and bisexual men are living with PTSD (Post Traumatic Stress Disorder).

Conference calls on the national LGBT committee to:

1. Continue to campaign for the use of human rights based approaches to delivering public services throughout the UK;
2. Continue to support UNISON's campaign for increased government investment in adult social care and health and campaign for a health and social care system that respects the rights and identities of disabled LGBT people
3. Working with Labour Link, disabled LGBT members' caucus and national disabled members' committee lobby for the implementation of the UN's recommendations in respect of the Government's failings under the UNCRDP.

Disabled LGBT members' caucus

National LGBT committee position:

32. BLACK MEMBERS AND THE PROPOSED NAME CHANGE TO LGBT+

Conference notes that the lesbian, gay, bisexual and transgender (LGBT) self-organised group (SOG) works with inclusive, umbrella definitions of bisexual and transgender. Its bi network is for all members who feel attraction to more than one gender. Its trans network is for all types of self-identifying trans people and for members whose gender identity does not fit into the gender binary i.e. non-binary members.

However, despite these inclusive definitions, some Black members, who the LGBT group consider to be part of the group, are put off. The LGBT group hears repeatedly

that when Black members attend its meetings, they feel welcome and included, but before they attended they had been unsure.

This is particularly the case for Black members who do not personally use the label LGBT about themselves, for example people who identify as queer, and people who self-define, for example, as Hijra, Dalit, or Kothi. This highlights the importance of adding plus to LGBT so that more Black members can feel included.

Putting the + in the group's name would not change its existing remit of being a SOG for members who experience prejudice because of their gender identity or sexual orientation, but would demonstrate an inclusiveness beyond that conveyed by the current name. This would increase the participation of those Black members who previously felt excluded and isolated with no sense of belonging. Every Black member should be able to have a safe space where they can be themselves and feel a part of a union that recognises their identity and promotes their inclusion. Black members who identify as non-binary or other would feel included for the first time if the name change becomes a reality.

Conference therefore calls on the national LGBT committee to:

1. Work with the national Black members' committee with the aim to have an article in Black Action, on what the name change would mean;
2. Work with national SOGs and the national young members' forum to encourage regional and branch SOGs and young members' forum to campaign for support for any rule change proposal from LGBT conference to national delegate conference regarding changing the name of the group to LGBT+.

Black LGBT members' caucus

National LGBT committee position:

33. UNFAIR TREATMENT OF BLACK LGBTQI+ ASYLUM SEEKERS

UNISON welcomes the report from the UK Lesbian & Gay Immigration Group (UKLGIG) Still Falling Short, which highlights the unfair and degrading treatment of lesbian, gay, bisexual, trans, queer and intersex plus (LGBTQI+) asylum seekers.

UKLGIG supports LGBTQI+ people through the asylum and immigration process.

Their work includes:

1. Providing emotional support and immigration advice; making referrals to solicitors; visiting detention centres and other support projects;

2. Seeking to ensure LGBTQI+ people are treated equally and with dignity in the asylum process; and to improve the quality of Home Office decision making;
3. Providing training and information on LGBTQI+ asylum issues.

LGBTQI+ asylum seekers need to show that there is a reasonable likelihood that if returned to their home country they would face serious harm because of being lesbian, gay, bisexual, trans, queer or intersex. Serious harm must come from either the government authorities or other sections of the population from which the government is either unable or unwilling to provide protection.

Conference notes that the Home Office is not consistently applying the correct standard of proof i.e. that a claimant's account is reasonably likely.

Home Office figures show that they grant only around a quarter of asylum claims that include sexual orientation as a basis for the claim, but around a third of the refusals are won at appeal.

An additional issue faced by Black LGBTQI+ asylum seekers, is the use of immigration detention with no time limit.

A Freedom of Information request on 18th November 2016 showed at least 76 LGBT+ asylum seekers were held in immigration detention centres between 1st January and 18th November 2016. At least 19 of these were still in detention at the time of the request.

Home Office statistics in 2017 showed 70% of immigration detainees were held for more than 28 days. Around half of all detainees are released back into the community.

Asylum seekers, particularly Black LGBT detained in the United Kingdom are often extremely vulnerable; many have already been abused, tortured or raped. If perceived to be LGBTQI+ they can suffer abuse, harassment or assault from fellow detainees.

Black LGBTQI+ asylum seekers also face discrimination from both diaspora communities because of their sexual orientation or gender identity, and LGBTQI+ communities because of racism, xenophobia and islamophobia.

Another barrier is lack of legal aid solicitors with expertise in LGBTQI+ asylum claims.

UKLGIG are concerned about the treatment of asylum seekers and have made the following recommendations:

- A. The government should end the detention of all vulnerable people, including LGBTQI+ asylum seekers;

- B. The government should implement a time limit of 28 days on all immigration detention;
- C. There should be improved judicial oversight of detention.

Conference therefore calls on the national LGBT committee to:

- I. Work with UKLGIG to campaign on the rights of Black LGBTQI+ asylum seekers;
- II. Work with Labour Link to campaign for the recommendations suggested by UKLGIG to be implemented;
- III. Work with the relevant UNISON bodies to take the necessary steps to affiliate to UKLGIG.

Black LGBT members' caucus

National LGBT committee position:

MOTIONS TO NATIONAL DELEGATE CONFERENCE 2019

NDC1. NATIONAL SELF-ORGANISED GROUP CONFERENCES - REPRESENTATIVES OF RELEVANT RETIRED MEMBERS

Conference notes that, since Rule D7.8 was amended in 2014, the national retired members' organisation has sent two representatives of relevant retired members to each national self-organised group (SOG) conference.

It further notes that the retired members' national committee (RMNC) has chosen these representatives, in effect substituting itself for the relevant members, but conference thinks it would be better if, in future, relevant retired members elected their own representatives to respective conferences.

For example, conference thinks that the two representatives of retired lesbian, gay, bisexual & transgender (LGBT) members to LGBT conference should be elected by retired LGBT members and that members who have not retired or who do not identify as LGBT should have no say.

Conference instructs the national executive council to consult RMNC and the SOG national committees with a view to adopting or amending regulations, and/or taking other steps it deems appropriate, so these representatives be elected at retired members' conference either at the respective caucus or by a ballot of relevant delegates.

West Midlands region LGBT group

NDC2. DECRIMINALISATION FOR SAFETY

Conference notes that UNISON's policy on sex work, adopted in 2010 on the basis of a motion from women's conference, is to support proposals which decriminalise the selling of sex acts while introducing a 'sex buyers law' criminalising those who purchase sex acts.

Conference recognises that the great majority of sex workers are women. Conference also recognises that a significant number of women sex workers identify as lesbian, gay, bisexual and/or transgender (LGBT), and there are many gay, bisexual and trans sex workers who do not identify as women. Sex work is an issue for the LGBT community.

Conference notes that national LGBT conference takes a different view to women's conference, having adopted motions at several conferences which:

1. Recognise that the criminalisation of any kind, including of buyers, increases the risks for sex workers and hinders the global fight against HIV (Human Immunodeficiency Virus) and AIDS (Acquired Immunodeficiency Syndrome);
2. Oppose the introduction of a sex buyers law;
3. Reflect the view that sex workers are workers, who should have the same rights and protections as workers in other industries.

Conference further notes:

- A. That there have been significant developments since 2010 including Amnesty's 2016 publication of its policy on sex workers, which includes advocating for the decriminalisation of all aspects of consensual adult sex work;
- B. Full decriminalisation is also supported by many other organisations including the World Health Organisation, the Global Alliance Against Traffic in Women, and Anti Slavery International, and by sex workers organisations;
- C. The rejection by 2018 UNISON women's conference of a motion 'Nordic Model Now!' which called for women's conference to affirm its policy of supporting the Nordic Model, a legal model based on decriminalising the selling of sex acts while introducing a 'sex buyers law'.

Conference further notes New Zealand decriminalised sex work in 2003. The legislation recognises sex work as work, and it is therefore covered by employment law. Sex workers have the legal right to refuse any client for any reason at any point – the law treats sex workers consent as crucial.

The 'New Zealand model' has been praised by women's rights organisations, human rights organisations, and international bodies such as the World Health Organisation, as the best legal approach to protect the safety, rights, and health, of people who sell sex.

Conference recognises that decriminalisation is not about 'encouraging' sex work – it's about the safety of people who sell sex. It believes that as a trade union we should be listening to the workers – to sex workers – and should not be calling for laws that put sex workers, including women and LGBT sex workers, at greater risk.

Conference therefore believes that UNISON should no longer call for the introduction of a 'sex buyers law'.

It therefore instructs the national executive council to begin a dialogue with the national LGBT committee, national women's committee and other appropriate bodies within the union with a view to reviewing and advancing UNISON policy in this area.

Greater London region LGBT group

NDC3. AMENDMENT TO UNISON RULE B2.3 & D5.1.4

Rule B Aims and Objectives

B 2.3

Delete "lesbian, gay, bisexual and transgender members" and insert "lesbian, gay, bisexual and transgender plus (LGBT+) members"

Rule D Structure of the union at national level

D 5.1.4

Delete "lesbian, gay, bisexual and transgender members" and insert "lesbian, gay, bisexual and transgender plus (LGBT+) members"

National LGBT committee

NDC4. TOWARDS A MORE INCLUSIVE LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) SELF-ORGANISED GROUP

Conference notes that the lesbian, gay, bisexual and transgender (LGBT) self-organised group (SOG) has always sought to be fully representative of its diverse membership, in line with UNISON's rules.

It notes that the LGBT SOG works with inclusive, umbrella definitions of bisexual and transgender. Its bi network is for all members who feel attraction to more than one gender. Its trans network is for all types of self-identifying trans people; for people with trans backgrounds and members whose gender identity does not fit into the gender binary i.e. non-binary members.

However, despite these inclusive definitions some members who the LGBT group consider to be part of the group are put off. The LGBT group hears repeatedly that when members attend its meetings, they feel welcomed and included, but before they attend they had been unsure. This is particularly the case for members who do not personally use the label LGBT about themselves, for example people who identify as queer or pansexual. It is clear that there must be many others who are put off and never get over that barrier.

As requested by 2017 LGBT conference, the national LGBT committee has undertaken consultation on making our LGBT SOG fully inclusive. This followed a motion from the national young members' forum highlighting the growth in the number of people, and young people in particular, identifying their sexual orientation and gender identity in many different ways beyond a binary definition, and expressing their preference to see the LGBT group move to organise on an LGBT+ (plus) basis.

Over 75% of the consultation responses, and all the regional group responses, were in favour of the proposal to change the group's name to LGBT+, with comments such as "It's time for this change so that we are truly reflective of our membership and our potential members"; "this is an important next step in making our SOG more inclusive and to attract and maintain members to our union"; and "adding + is much more inclusive, and it avoids LGBT becoming a long and confusing alphabet".

The national LGBT committee therefore submitted a motion to 2018 LGBT conference proposing that the group agree that its name should be changed, and that a rule amendment should be submitted to 2019 national delegate conference to seek approval to change the name of the LGBT group to the LGBT+ group. LGBT conference agreed this motion.

Putting the + in the group's name would not change its existing remit of being a SOG for all members who experience prejudice because of their gender identity or sexual orientation, but would demonstrate an inclusiveness beyond that conveyed by its current name so that people who the group considers to be members are not put off from participating.

The consultation also sought views on what the LGBT group should be doing to make the group fully inclusive and the responses are now being considered by the national LGBT committee as part of its on-going work to improve its policies and practices.

Conference welcomes the continuing work of the national LGBT committee towards making the LGBT SOG fully inclusive and representative of its diverse membership, and instructs the national executive council to:-

1. work with the national LGBT committee to issue briefings/guidance to raise awareness of the remit of the group;
2. continue its work towards making UNISON's organisation, events, policies, systems and good practice advice inclusive of non-binary members;
3. continue to work with the national LGBT committee, service groups and other UNISON structures as appropriate to make sure that UNISON's bargaining agendas and equality work fully reflect issues of concern to LGBT+ members.

National LGBT committee

MOTIONS NOT ADMITTED TO THE AGENDA

DIVORCE IN SAME SEX MARRIAGE

Conference recognises the advancement of same-sex marriage across the nations of the United Kingdom (UK) and acknowledges there is still much to be done to ensure full equality, particularly as marriage equality is yet to become a reality for Northern Ireland. The Marriage (Same Sex Couples Act) 2013, which introduced same-sex marriage in England and Wales was built with a 'quadruple lock' to protect religious freedoms to:

1. Enable same sex couples to have a civil marriage;
2. Make no changes to religious marriages;
3. Retain civil partnerships for same-sex couples and allow couples already in a civil partnership to convert this into a marriage;
4. Continue to permit civil partnership registrations on religious premises as is possible;
5. And allow individuals to legally change their gender without having to end their marriage.

Whilst it may have been widely known and advertised of the religious (and none equal) barriers towards same-sex marriage and, one should embrace the celebration of the union of two people who love and make a commitment towards each other, the legislation failed to address equal divorce.

When legislation was debated through UK Parliament, the consensus of Members of Parliament was that same-sex couples could not commit adultery and thus, imply they could not remain in monogamous relationships (with similar reasons for civil partnerships under Civil Partnerships Act 2004). The approach is very different to opposite sex couples who file for divorce in marriage cases. The effect of this view is that in divorce/dissolution situations, same-sex couples cannot seek divorce/dissolution on the basis a partner has been unfaithful and committed adultery. Instead, one must find another reason to seek divorce (as adultery is not a legal option) and usually under the realms of 'unreasonable behaviour'. However, 'unreasonable behaviour' within law is regarded as:

- A. Lack of emotional support;
- B. Violence/Physical abuse;
- C. Verbal abuse;
- D. Financially irresponsible;
- E. Lack of support in general, around the house, in your career etc;
- F. Gambling on a frequent basis and/or creating debt without your knowledge;
- G. Drug/alcohol abuse;
- H. Refusal to discuss/work on issues within the marriage;
- I. Not wanting to engage in any sexual or physical relations;
- J. Limited socialising happens as a couple.

Conference is alarmed of cases where same-sex couples seeking divorce/dissolution have had to rely on the unfaithful spouse to petition divorce/dissolution on grounds the non-offending party has been unwilling to engage in the marriage or caused them to seek attention elsewhere, being labelled as the 'respondent' to the divorce/dissolution petition (rather than being the petitioner) and causing much distress particularly where the relationship may no longer be amicable.

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

- I. Highlight across the union that full equality in same-sex marriage is still to be achieved;

- II. Engage with the Labour Link, other affiliated unions and lesbian, gay, bi and trans organisations to honour highlight the need to campaign for change so that divorce/dissolution proceedings can be equal regardless of whether it involves same-sex or opposite sex relationships.

Cymru/Wales region LGBT group

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

MOTION SUBMITTED BY EAST MIDLANDS REGION LGBT GROUP

Wording not printed.

East Midlands region LGBT group

This motion has been ruled out of order as it is a statement not a motion. Wording not printed in line with rule B 1.3.

NO PLACE FOR TRANSPHOBIA

Conference understands that the period between the Conservative government announcing they would be consulting on a reform of the Gender Recognition Act (GRA) 2004 on 23rd July 2017, and the announcement of the timetable on the 3rd July 2018 to run till 19th October 2018, enabled numerous groups to air their own interpretations of potential changes.

Among these groups are those who have an anti-trans agenda, including Woman's Place UK, who specifically seek to exclude trans women from women only roles and spaces and deny them the opportunity to contribute to the ongoing feminist debate.

We must also challenge the rise of anti-trans protest groups within the lesbian, gay, bisexual and transgender (LGBT) movement that seek not only to erase transgender people, but to split the LGBT community entirely. In the decades-long fight for true equality, there is no space for intolerance. No one part of the movement gets to exclude other parts that don't conform to their ideology. There are no undeserving LGBT members. We all deserve equality, none more so than our trans members, many of whom are fighting not just for their identities, but for their very lives.

UNISON has strong and clear policy on trans and non-binary equality and inclusion and we must condemn any individuals and groups that promote anti-trans views and policies. Conference further notes that under rule I2.3(i) any member who commits

any act of discrimination or harassment on the grounds of gender identity could be subject to disciplinary procedures.

Conference therefore instructs the national LGBT committee to:

1. Continue to ensure transgender and non-binary inclusion remains at the forefront of UNISON's equality work, and continue to dispel myths and misinformation;
2. Continue to work with relevant bodies and partners, such as the Scottish Trans Alliance, to further transgender equality in the United Kingdom (UK) and in the devolved nations;
3. Provide regions, branches and members with access to information and publicity that promotes transgender and non binary inclusion including UNISON's briefing on the GRA and 'How to be a good trans ally' leaflet.

Transgender members' caucus

This motion has been ruled out of order as it calls for action beyond the power of the national LGBT committee.

PRIDE IN LONDON HIJACKED

Conference, we are concerned to note that the Pride in London march held on 8th July 2018 was disrupted by a group of people who appeared to hold transphobic views and handed out leaflets which could be seen to be discriminatory against transgender women.

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

1. Write to Pride in London's committee to express our dismay that these people were allowed to disrupt the parade and then march at the front of the parade handing out leaflets;
2. Contact the national executive council (NEC) asking them to consider encouraging UNISON members to attend London Pride 2019 in a show of support for transgender women and to consider to advertise the event to enable members to attend if they wish.

Leicestershire police branch LGBT group

This motion has been ruled out of order as it is factually incorrect.

PROPORTIONALITY OUTSIDE THE GENDER BINARY

Conference notes that attendance and participation of UNISON conferences, councils and committees are subject to the rules of proportionality which governs the make-up of our organisational structures to ensure that it reflects the demographics of our members.

As the majority demographic of members in UNISON are female, proportionality means that female members are therefore allocated more space in those structures to represent those members and their views and needs.

Many instances of this, for those conferences, councils and committees would call for a female seat (majority) and a male/general seat (minority) in UNISON. A female (majority) member would thus be guaranteed a place to ensure fairer representation. The male/general place (minority) is where a male can also attend. Though if no male members are able or willing to attend, it allows another female or non-binary member to attend in their place. Conference highlights that this current practice could have the potential to obstructive to those outside the gender binary.

An example of this scenario: if a non-binary member would wish to attend UNISON's national delegate conference (NDC) but would be unable to do so if a male member had chosen to go, thus making it difficult for the non-binary member to attend and participate in UNISON activities even if the female place is not taken.

Conference would also like to highlight that it does not object to gendered representation of UNISON members in proportion to the overall demographic but to consider that there are currently instances that can arise, where members whom identify outside of the gender binary can be prevented from UNISON participation.

We believe that specific places within UNISON structures for women members, male/general members and non-binary/(majority gender) members could be a fair means to maintain proportionality and representation whilst making inclusivity a future focus.

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

1. Hold discussions with UNISON's national executive council to explore these concerns and assess the viability of regional lesbian, gay, bisexual and transgender self-organised groups (LGBT SOGs) having a designated non-binary place for national delegate conference in reserve, if the non-binary member is unable to attend by any other way due to proportionality restrictions;
2. Consult with branch and regional LGBT SOGs on the subject of non-binary inclusion to proportionality rules, to gain their views on the best way this can

be achieved, so that we allow all of our members to participate fully within UNISON.

South West region LGBT group

This motion has been ruled out of order as it is insufficiently clear.

GENDER PROOFING UNISON

Conference welcomes the work that the national lesbian, gay, bisexual and transgender (LGBT) committee has carried out in the past year to progress UNISON to becoming more inclusive of our non-binary members.

This has included developing and delivering a presentation on non-binary inclusion, amending forms to include self-identification, getting our amendment on non-binary inclusion passed at national delegate conference (NDC), liaison with other self organised groups on reserved seats. We supported the national women's committee (NWC) rule change at NDC on changing reserved men's seats to general seats and were disappointed for our non-binary members that this was not carried.

Conference upholds the principles of fair representation and proportionality and understands that in some cases there may be need for gendered references such as for reserved seats for women.

However, there are many places within UNISON's rule book, guidance and structures excepting the need for women's representation where gendered references are unnecessary and as a result not inclusive for our non-binary members. This means that where seats are designated 'male' seats and not 'general' seats, our non-binary members are excluded from standing on various committees. Where there are references in the rule book to 'he' and 'she' our non-binary members are made invisible.

Conference therefore instructs the national LGBT committee to work with the national executive council and other self-organised groups:

1. To review the UNISON rule book and other documents to amend the language to make sure that they are inclusive of our non-binary members;
2. To consider ways in which the structures of the union can be reviewed to enable our non-binary members to be able to stand for election at all levels of the union.

National LGBT committee

This motion has been ruled out of order as the action called for requires a rule change.

PALESTINIAN CHILDREN

Conference it has recently been said that in Israel “gay rights have essentially become a public relations tool”, even though “conservative and especially religious politicians remain fiercely homophobic.” Pinkwashing not only manipulates the hard-won gains of Israel’s gay community, but it also ignores the existence of Palestinian gay rights organisations. It is safe to say that while this continues the rights of Palestinian children exploring their sexual orientation or gender identity while under occupation will be under threat both as lesbian, gay, bisexual and trans (LGBT) and Palestinian children.

The arrest of 16-year-old Ahed Tamimi shone a spotlight on Israel’s systematic abuse of minors through the process of military detention. The treatment of Ahed rightly generated a global response, but her situation is far from unique.

Each year the Israeli military arrests and prosecutes around 500 to 700 children. From the moment of arrest, Palestinian children encounter ill-treatment and a denial of their basic rights. Children as young as 12 are routinely:

1. Taken from their homes at gunpoint in night-time raids by soldiers;
2. Blindfolded, bound and shackled;
3. Interrogated without a lawyer or relative being present and with no visual recording;
4. Placed in solitary confinement;
5. Forced to sign confessions (often in Hebrew - a language they don’t understand).

Conference recognises that these practices involve widespread and systematic violations of international law, and the United Nations Convention on the Rights of the Child, to which Israel is a signatory, and as such condemns them.

Conference believes that Israel has a responsibility under international human rights conventions for the safety, welfare and human rights protection of Palestinian children living under occupation.

Conference welcomes the early day motion 563 tabled in late 2017 (sponsored by Richard Burden MP) and supports its call for “Palestinian children to be treated no less favourably than Israeli children”.

Conference supports calls for the recommendations of UNICEF's 2013 report: 'Children in Israeli military detention', which remain largely unmet, to be carried out in full by the Israeli government without delay and that all children in military detention are released immediately.

Conference also recognises the work of the Defence for Children International – Palestine (DCIP) in supporting and advocating for these children.

Conference condemns Israel's treatment of Palestinian children and calls on the national lesbian, gay, bisexual and transgender committee to:

- A. Work with the national international committee to lobby the United Kingdom (UK) and devolved governments to press the government of Israel to end the widespread and systemic human rights violations suffered by Palestinian children in Israeli military custody;
- B. Raise the issue of Israel's detention and treatment of Palestinian children through Labour Link and LGBT Labour and call on them to add their voice to the condemnation of Israel's treatment of Palestinian child prisoners;
- C. Encourage regions and branches to promote the work of and consider a donation to DCIP;
- D. Reach out to Palestinian gay rights organisations and offer support with their on-going work.

North West region LGBT group

This motion has been ruled out of order as it is not sufficiently LGBT relevant.

BLOOD DONOR DEFERRAL BAN

In Northern Ireland the lifetime ban for men who have sex with men donating blood was retained by two Democratic Unionist Party (DUP) Health Ministers against Advisory Committee on the Safety of Blood, Tissues and Organs (SaBTO) recommendations and subsequent Great Britain (GB) changes. It was only lifted and reduced to 12 months in 2017 following a number of legal challenges and a change of Health Minister. However, the most recent reduction to three months has not been introduced to Northern Ireland meaning that we are once again out of step with GB. This motion asks conference to support bringing blood donor deferral

guidelines in Northern Ireland into line with GB.

Community and voluntary sector NI branch LGBT group

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

GENDER RECOGNITION ACT

Conference notes the Gender Recognition Act consultation that closes in October. The government have been clear that this consultation will not bring into question the existence of non-binary identities. Currently the process for changing one's gender legally is very bureaucratic and costly.

There are also other complications that need resolving; for instance someone in a civil partnership cannot change their legal gender without either ending their civil partnership or converting to marriage as currently only same-sex civil partnerships are available, although it is noted people are campaigning to legalise different sex civil partnerships.

Conference, concerns with regards to the Gender Recognition Act consultation is that in the current state of ongoing austerity the financial barriers could increase. The government have also previously stated they would not update legal genders to include a non-binary option and it is vital this change happens for our non-binary members.

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

1. Lobby members of Parliament (MPs) and work nationally to encourage change to allow different sex civil partnerships so transgender members can change their gender more smoothly;
2. And do the same with regards to creating a legal non-binary gender option;
3. And finally, use the same resources to ensure legal change of gender does not come at further cost to transgender people.

Cambridge University Hospitals branch LGBT group

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

FUNDING FOR LGBT SOGS

Conference notes austerity measures have impacted all our members.

However the impact on lesbian, gay, bisexual and transgender (LGBT) members has been extremely high – with cuts to essential LGBT support services and charities, putting LGBT people at risk.

The cost of living has also impacted the union's funds with fewer people able to afford membership fees unfortunately. However we shouldn't let this impact on the self organised groups (SOGs). It is vital more than ever that UNISON has a strong LGBT presence in branches and regions so that LGBT members know they can approach us for support. In order to achieve this visibility for LGBT SOGs, and indeed other SOGs, we need to seek adequate funding that is appropriate at branch and regional level.

Therefore conference calls on the national LGBT committee to:

1. Speak with branch and regional teams and encourage them to investigate if their allocated funding for LGBT and other SOGs are appropriate and fit for purpose;
2. Lobby regional convenors to encourage appropriate budgets that allow for growth and development of our LGBT issues and campaigning;
3. Feedback to LGBT conference in 2019.

Cambridge University Hospitals branch LGBT group

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

FACILITY TIME FOR LGBT REPRESENTATIVES WHO ARE SHIFT WORKERS

Conference recognises the problems all union representatives have gaining access to facility time. Conference also recognises that shift workers also have barriers to accessing facility time and keeping a work life balance. Often these individuals are made to use their annual leave or work in their own time in order to meet their responsibilities with assisting members.

Those who identify as lesbian, gay, bisexual, transgender, plus (LGBT+) and work shifts are hitting barriers doubly in that facility time is limited to those who work office hours or the expectation that their work in the LGBT+ community should only be done in their free time. Whilst it is understood that facilities time agreements are to ensure that members gain effective and timely representation, there is no reason

that those who are LGBT+ and shift workers should be disregarded purely due to their speciality or the fact they work unsociable hours on occasion.

Working shifts makes it difficult for LGBT reps to get involved in promotional or organising events, without sometimes considerable disagreement about moving shifts around. Meeting with members in works time can be especially problematic if they work office hours and reps are disallowed use of facility time with the employer or are expected to attend work on top of working their shifts.

In Cymru Wales, there have been examples of shift workers not being able to take part in meetings, workshops and promotional events purely due to their shift pattern. Often these individuals attend with very little rest due to their commitment and passion. There should be no reason why these LGBT+ reps should not be able to access facility time in order to take part in union work they are to undertake.

Conference asks the national lesbian, gay, bisexual and transgender (LGBT) committee to provide guidance in negotiations of facilities time for LGBT representatives and officers who are shift workers to be included in all agreements.

Conference also asks that the national LGBT committee:

1. Liaise and engage with regional offices to encourage equality for LGBT reps in terms of facility time in negotiations;
2. Encourage the inclusion of shift workers in facilities time negotiations to either get paid time off or get time back for union duties undertaken;
3. To provide information on how to promote LGBT officer's roles within branches and workplaces;
4. Provide an update at next year's conference.

Cymru/Wales region LGBT group

This motion has been ruled out of order as it is insufficiently clear.

A NATIONAL BASELINE OF UNDERSTANDING, AWARENESS AND TOLERANCE

Conference thanks the national lesbian, gay, bisexual and transgender (LGBT) committee and all others involved for their respective roles in producing the 'Non-binary inclusion factsheet' and the 'Model trans equality policy'. It is an excellent piece of work which will benefit our goal of LGBT equality.

These documents have valuable information on how to support people in the workplace who are transitioning; or have colleagues, partners or family members who are transitioning.

It is certainly useful to assist the organisations which our members belong to, to develop a positive guide that can inform human resource (HR) departments on the best practices that encourage fairer representation and effective compliance with the 2010 Equality Act. The core issue is that trans discrimination is rarely levelled by HR departments, but most likely (and unfortunately) by colleagues, managers and service users. There isn't any measurable way to discern why gender discrimination still exists in 2018 but an educated supposition may be a combination of historic attitudes and a lack of informed understanding; believing gender variance to be a modern societal invention as indicated by Piers Morgan's interview with non-binary activists on television, yet the reality is that gender variance has been around for a very, very long time as many of those who participated in demonstrations such as the Stonewall riots, were transgender people such as Marcia P. Johnson. This demonstration in the 1960s remains one of the defining moments of our modern LGBT movement.

Conference believes that a solution to the toxic attitudes and phobic behaviours towards LGBT people is to encourage a national baseline of key learning points including, but not limited to: physical sex, orientation and attraction, gender identity and gender expression promoted in a relatable context as opposed to a descriptive one. If this is coupled with confidential and anecdotal accounts of how degrading and hurtful transphobia is, it may have the desired effect to show HR departments that it remains a serious problem that needs to be urgently addressed and not allowed to continue. Any employee, cisgender or transgender, is going to feel better about their job if they feel safe and supported in an organisation that values who they are.

Conference calls on the national LGBT committee to:

1. Consult with regional & branch self organised groups (SOGs) to seek our confidential accounts of phobic behaviour they have experienced directly or indirectly for challenging LGBT discrimination;
2. Consider what key learning points of gender and sexuality would form an initial foundation of understanding to change attitudes towards LGBT people;
3. Discuss the obstacles that may arise from this course of action with regional representatives, to ascertain if this would be a viable method of pursuing LGBT equality;

4. Liaise with LAOS (learning and organising services) to discover if this could be a useful addition to the steward pathways equality module.

South West region LGBT group

This motion has been ruled out of order as it is insufficiently clear.

ACCESS TO HIGHER EDUCATION

A recent research study, undertaken in Scotland has highlighted that trans and gender diverse people, both staff and students, are facing high levels of barriers within further and higher education institutions due to their trans status or gender diverse identity (TransEdu Scotland, 2017).

The report all highlights the discrimination experienced by both staff and students and that there were higher than average dropout figures for these groups of students.

The Equality Challenge Unit (2009) have evidenced high levels of bullying and discrimination within higher education institutions and cite that 23% of trans staff believe they had been denied promotion as a result of their trans status.

UNISON has strong representation within higher education representing both support and academic staff, but it is difficult to gauge what the knowledge base and confident levels are of our stewards and activists in relation to trans and gender diverse identities.

We call on the national committee to:

1. Work with the higher and further education sectors to increase our knowledge of what barriers there might be to us fully representing trans and gender diverse members in the workplace;
2. Report back to conference on their findings.

Scotland region LGBT group

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

PUTTING POLITICS BACK IN PRIDE AND WIDER LGBT COMMUNITY

Conference notes the lesbian, gay, bisexual and transgender (LGBT) legislation during the Labour years strengthened our protection and our way of life. Within the last decade we have seen further legislation come forward which, whilst has been

intended to improve further the lives of LGBT people in a lot of respects, we are still seeing societal and economical discrimination.

UNISON welcomes these improvements in the lives of LGBT people, however what we have seen in the fight for fair treatment, representation and justice in the lives of LGBT people, we have also seen a reduction and drifting away of the political struggles that forged this movement.

We often hear from many in the community “we have equality now” and “we have equal marriage”, “we can adopt”, “we have our rights recognised”. We hear from Pride organisers, “it’s not a protest anymore”. Organisations are actively trying to be more inclusive, however these statements only scratch the surface of the challenges we face when we look deeper than face value at these legislations. We often see our hard fought for rights are often being eroded.

When we look at the Gender Recognition Act, the spousal veto that is still covertly operating and blood donation for men who sleep with men and survivor pension benefits for same sex couples. We see where laws are failing us. We also have to ask are these organisations that support Pride truly inclusive? Or are they simply looking to cash in to take the ‘pink pound’?

To many, Pride has been hi-jacked by the corporate elite, the privatisation of our struggle and continuing struggles being held to ransom as a money-making racket, serving primarily the well-off. Envisaged as a festival yet serves no purpose to highlight the many issues we as LGBT people face daily.

We as a united community can only fight these injustices together by education, political understanding and ensuring this is intrinsically part of our Pride events and marches. We must find a way to ensure we retain and develop our historical and political struggle that formed the early Pride marches and we must ensure that Pride is a protest.

The northern region calls on the national LGBT committee to:

1. Encourage regions and branches to affiliate to LGBT Labour;
2. Encourage branches and regions to support local Prides at a local level that align to UNISON values;
3. Where possible encourage UNISON members/activists to stand for seats on local Pride committees and offer support where needed to influence local Prides to be more inclusive where appropriate;
4. Forge stronger links with Pride associations around the United Kingdom (UK) to strengthen and increase trade union involvement to ensure our rich and strong history is not lost forever;

5. To implement a presentation so regions and branches can use it to highlight the history of Pride and the LGBT civil rights movement and why Pride is important.

Northern region LGBT group

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

UNISON AND TRANSGENDER EUROPE

Conference notes that Transgender Europe (TGEU) was established in 2005, and has now grown to have an office in Berlin, ten members of staff and a board of nine volunteers governing the organisation. TGEU is a membership based organisation, with 112 member organisations from 44 different countries as of March 2018. These members include organisations that UNISON has worked alongside, such as the Scottish Trans Alliance (STA), Transgender Equality Network Ireland (TENI), and the National Union of Rail, Maritime and Transport Workers (RMT).

Conference further notes that at the seventh European Transgender Council, held in Antwerp in June 2018, there were many criticisms of the organisation, particularly in terms of access needs not being met. However, TGEU has acknowledged these problems, and the newly elected board are aware of the need to do better in these areas.

Conference believes that despite these issues, TGEU is a worthwhile organisation which has done a great deal of good work, such as the annual 'Trans Rights Map', work on depathologisation of trans identities, a report entitled 'Oppression Squared: D/deaf and disabled trans experiences in Europe', and much more.

Conference is aware that, as UNISON is not a member of TGEU, it currently has no vote at the TGEU General Assembly, and therefore no way to influence the organisation.

Conference believes that as a union which fully believes in working internationally, UNISON should be considering playing a bigger part in the work of TGEU – as it does with the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe).

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

1. Continue to send a delegation to TGEU conferences and other appropriate events;

2. Consider the feasibility of becoming a member organisation of TGEU;
3. Consider putting forward a candidate at the next election for the TGEU board in 2020.

Transgender members' caucus

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

AN INCLUSIVITY CHARTER FOR THE EMPLOYERS

Conference notes that despite the great strides that lesbian, gay, bisexual and transgender plus (LGBT+) people have made, there still remains a long way to go. In the workplace we find plenty of employers who are willing to pay lip service to inclusivity without putting any effort into actually improving workplace conditions.

At the young members weekend this year we heard many stories of employers and co-workers who were ignorant of how to talk to LGBT+ people about their sexuality and gender identity as well as ignorant about how to promote a truly inclusive workplace. With increasing numbers of young people being more comfortable expressing more complex sexual and gender identities many workplaces are increasingly feeling stuck in the past on these issues.

We would like to see employers develop better policies around discussing these issues in the workplace, better policies around non gendered bathrooms, better policies around supporting LGBT+ people to feel comfortable being themselves in the workplace, better policies around supporting trans people who wish to transition, and a whole swath of other topics.

To this end we call upon the LGBT committee to develop an inclusivity charter for employers to sign up to, to monitor the employers who have signed up, and to work with branches to ensure employers who sign up are meeting the stated criteria. We would like to see the things mentioned in this motion on the charter but we sincerely believe that the LGBT committee will be able to add many more.

National young members' forum

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

UNISON AND TRANSGENDER EUROPE

Conference notes that Transgender Europe (TGEU) was established in 2005, and has now grown to have an office in Berlin, ten members of staff and a board of nine volunteers governing the organisation. TGEU is a membership based organisation, with 112 member organisations from 44 different countries as of March 2018. These members include organisations that UNISON has worked alongside, such as the Scottish Trans Alliance (STA), Transgender Equality Network Ireland (TENI), and the National Union of Rail, Maritime and Transport Workers (RMT).

Conference further notes that at the seventh European Transgender Council, held in Antwerp in June 2018, there were many criticisms of the organisation, particularly in terms of access needs not being met. TGEU has acknowledged these problems, and the newly elected board are aware of the need to do better in these areas.

Conference believes that despite these issues, TGEU is a worthwhile organisation which has done a great deal of good work, such as the annual 'Trans Rights Map', work on depathologisation of trans identities and their report 'Oppression Squared: D/deaf and disabled trans experiences in Europe'.

The report refers to some of the participants as having been members of unions, and makes references to the social model of disability and reclaiming language.

However, although the reference to reclaiming language has the caveat: "When used by individuals to describe themselves or their communities, these terms are not offensive. However, in general they should not be used to describe people unless they have clearly indicated that they want to be referred to in this way", the author actually refers to disabled people as "mad" in the content of the report.

There is little reference in the report to employment or to trade unions.

Conference is aware that UNISON is not a member of TGEU, and although we have sent delegates to the TGEU conference we have not played an active role in their work. As we are not members, we currently have no vote at the TGEU General Assembly, and therefore no way to influence the organisation.

Conference believes that as a union which fully believes in working internationally, UNISON should be considering playing a bigger part in the work of TGEU – as it does with the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe).

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

1. Continue to recommend sending a delegation to TGEU conferences and other appropriate events;

2. Work with UNISON's International committee to consider the feasibility of UNISON's national LGBT committee becoming a member organisation of TGEU;
3. Consider putting forward a candidate at the next election for the TGEU board in 2020, subject to being a member organisation of TGEU.

Disabled LGBT members' caucus

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

UNISON AND TRANSGENDER EUROPE (TGEU)

Conference notes that Transgender Europe (TGEU) was established in 2005, and has now grown to have an office in Berlin, ten members of staff and a board of nine volunteers governing the organisation. TGEU is a membership based organisation, with 112 member organisations from 44 different countries as of March 2018. These members include organisations that UNISON has worked alongside, such as the Scottish Trans Alliance (STA), Transgender Equality Network Ireland (TENI), and the National Union of Rail, Maritime and Transport Workers (RMT).

TGEU has acknowledged that they have a problem with structural racism, which they detailed in their "Anti-Activity Report", and have committed to tackling this in order to become a fully intersectional organisation. They began this work by holding a "Trans Black and People of Colour Day of Empowerment" on the day prior to the Council. Members of TGEU are supportive of the work being undertaken to combat racism within the organisation, with the new board of TGEU that was elected at the 2018 Council now having a much larger proportion of Black members, including both of the new co-chairs.

Conference believes that despite the issues, TGEU is a worthwhile organisation which has done a great deal of good work, such as the annual Trans Rights Map, work on depathologisation of trans identities, a report entitled *Oppression Squared: D/deaf and disabled trans experiences in Europe*, and much more. However, TGEU do not make much reference to employment or trade unions in their work.

Conference is aware that, as UNISON is not a member of TGEU, it currently has no vote at the TGEU General Assembly, and therefore no way to influence the organisation.

Conference believes that as a union which fully believes in working internationally, UNISON should be considering playing a bigger part in the work of TGEU – as it does with the European region of the International Lesbian, Gay, Bisexual, Trans

and Intersex Association (ILGA-Europe), and that UNISON would be able to bring the values of our work into TGEU, not only in the area of workers' rights and employment, but also in regards to self-organisation for Black people within the wider movement.

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

1. Continue to recommend sending a delegation to TGEU conferences and other appropriate events;
2. Work with UNISON's international committee to consider the feasibility of UNISON's national LGBT committee becoming a member organisation of TGEU;
3. Consider putting forward a candidate at the next election for the TGEU board in 2020, subject to being a member organisation of TGEU;
4. Work with TGEU in whatever ways are appropriate to further the inclusion of Black people in TGEU's work, bringing in our experience of good practice around self-organisation, inclusion and intersectionality.

Black LGBT members' caucus

This motion has been ruled out of order as the action called for is beyond the power of the national LGBT committee.

AMENDMENTS NOT ADMITTED TO THE AGENDA

AMENDMENT TO MOTION 1

In first paragraph, delete “cautiously welcomes” and replace with “notes”

Insert new second paragraph:

“Conference remains deeply concerned that the safety net provided by the institutions of the welfare state, such as social services and the NHS, for our most vulnerable in society, remains under attack from the brutal policies of austerity and privatisation championed by the Tory government and its coalition predecessor. These policies have led to the current unacceptable situations and strains on our services, including the loss of LGBT specific provision, where new methods of working have become the only viable options for maintaining these vital services. Conference renews its resolve to fight these devastating cuts to services, fight privatisation and fight to protect vital services to the LGBT community.”

Insert new action point:

“4. Continue to highlight the loss of LGBT specific services and work with the Service Groups and the National Executive Council in campaigning to protect them.”

North West region LGBT group

This amendment has been ruled out of order as it was received past the deadline.

AMENDMENT TO MOTION 4

Add a new sixth paragraph:

“Responses also included such doubts and questions as:

- A. Which rules is it proposed be changed and which left as they are?
- B. How will ‘LGBT+’ be defined, where will this definition appear, will it have the force of rule and how will it be conveyed to members?
- C. We work based on self-declaration so, to be able to offer each other support and solidarity, we need to understand what each other declares and what issues each other faces; and,
- D. Do we really mean to include all those who face discrimination on grounds of sexual orientation – paedophiles, for example?”

In the final paragraph at the end of sub-paragraph 1 add:

“One of these steps shall be to submit proposals to next year’s LGBT conference, in the form of one or more motions which shall include:

- I. The draft text of proposed rule amendments; and,
- II. What our new name means, who it is intended to include, who exclude, how that is determined or changed, how disputes be resolved and a strategy to convey all that to members.”

West Midlands region LGBT group

This amendment has been ruled out of order as it is a negative amendment.

AMENDMENT TO MOTION 13

In the sixth paragraph delete all after “region” and substitute

“has continued to pursue the matter.”

Delete the final paragraph (including all sub paragraphs) and substitute:

“Conference instructs the National LGBT Committee to collaborate with West Midlands region and others as appropriate to make representations to the NEC to interpret rules and/or to adopt or amend regulations so each of these elections be conducted at retired members’ conference either at the respective caucus or by a ballot of relevant delegates.”

Islington branch LGBT group

This amendment has been ruled out of order as it is a negative amendment.

AMENDMENT TO MOTION 13

In the sixth paragraph delete all after ‘region’ and substitute

has continued to pursue the matter.’

Delete the final paragraph (including all its sub-paragraphs) and substitute:

Conference instructs the National LGBT Committee to collaborate with West Midlands Region, the other national self organised committees, and others as appropriate, to make representations to the National Executive Council to request that it interpret rules, adopt or amend regulations and/or take other steps it deems appropriate so that each of these elections can be conducted at retired members’

conference either at the respective caucus or by a ballot of relevant delegates.

National LGBT committee

This amendment has been ruled out of order as it is a negative amendment.

AMENDMENT TO MOTION 17

Wording not printed

Leicestershire police branch LGBT group

This amendment has been ruled out of order as it could place the union in legal jeopardy. Wording not printed on legal advice.

AMENDMENT TO MOTION 20

After point II insert new point:

“III. The government issued a briefing paper, “Pensions: civil partnerships and same sex marriages”, on 27th April 2018, confirming their position, which outlines the government’s intention to introduce regulatory changes to provide survivors of same-sex marriages and civil partnerships the same pension provision as widows of opposite sex marriages but as yet there has been no progress”

Re-number remaining point.

In action point a. delete “develop a broad-based and sustained” and insert “to continue the campaign to achieve equality”

National LGBT committee

This amendment has been ruled out of order as it is not sufficiently clear.



**NATIONAL LESBIAN
GAY, BISEXUAL &
TRANSGENDER
CONFERENCE
STANDING ORDERS**
(as amended by 2015 Conference)

SO1 *Application of Standing Orders*

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

SO2 *Standing Orders Committee*

- 2.1 A Standing Orders Committee shall be formed to assist Conference in the running of business. The Standing Orders Committee shall be independent of the National Lesbian, Gay, Bisexual and Transgender Committee and shall be accountable to Conference.
- 2.2 Members of the National Lesbian, Gay, Bisexual and Transgender Committee shall not be members of the Standing Orders Committee. Six members of the Standing Orders Committee shall be elected by the National Lesbian, Gay, Bisexual and Transgender Conference. Two members shall be elected by the Disabled Members Caucus. Two members shall be elected by the Black Members Caucus. An equal number of Reserve Standing Orders Committee members shall also be elected. At least 50% of places shall be held by women.
- 2.3 Members of the Standing Orders Committee shall hold office from the end of the Conference at which they are elected until the end of the next Conference.
- 2.4 If a member of the Standing Orders Committee does not attend two consecutive meetings of the Standing Orders Committee then at the following meeting the Standing Orders Committee shall decide whether that member's membership of the Committee should be terminated.
- 2.5 If a member of the Standing Orders Committee elected by the National Lesbian, Gay, Bisexual and Transgender Conference resigns or ceases to be qualified to be a member or has their membership terminated under SO2.4 then the Standing Orders Committee shall invite the reserve member who received the highest number of votes to become a member, unless this would mean that less than 50% of places would be held by women, in which case, the Standing Orders Committee shall invite the woman reserve member who received the highest number of votes to become a member.

- 2.6 In the absence of reserve members being elected at the Conference, the Standing Orders Committee will have the power to co-opt members to fill any vacancies for the six general seats.
- 2.7 At its first meeting the Standing Orders Committee shall elect two Co-chairs, at least one of whom shall be a woman, from amongst its members.
- 2.8 The functions of the Standing Orders Committee, subject to these Standing Orders, shall be to:
- 2.8.1 ensure that UNISON's Rules and these Standing Orders (relating to the business of the Conference in plenary session) are observed, and notify the Presiding Conference Chair of any violation that may be brought to the Committee's notice;
 - 2.8.2 draw up the preliminary agenda and final agenda of business to be dealt with at the Conference plenary sessions, to be circulated in accordance with the timetable agreed by the National Lesbian, Gay, Bisexual and Transgender Committee;
 - 2.8.3 determine the order in which motions shall be dealt with at the plenary sessions (the "order of business"), subject to the approval of Conference;
 - 2.8.4 consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively, the Standing Orders Committee shall:
 - i) decide whether such motions and amendments have been submitted in accordance with these Standing Orders;
 - ii) group together motions and amendments relating to the same subject, decide the order in which they should be considered, and whether they should be debated and voted on separately or debated together and voted on sequentially;
 - iii) make such minor wording changes of a technical nature as the Committee may consider necessary;
 - iv) prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the Committee best express the subject of motions and amendments;
 - v) refer to another representative body within UNISON a motion or amendment which in the opinion of the Committee should properly be considered there: the mover of the motion or amendment shall be informed of the reason for so doing;

- vi) have power to do such other things as may be necessary to give effect to these Standing Orders.
- 2.9 Any decisions of the Standing Orders Committee which are to be reported to Conference shall be announced by one of the Co-Chairs of the Committee and shall be subject to ratification by Conference.
- 2.10 The Standing Orders Committee may, from time to time, issue guidelines in order to assist with the smooth running of Conference. Such guidelines shall be consistent with these Standing Orders.

SO3 *Motions and Amendments*

- 3.1 Motions, amendments and other appropriate business may be proposed for Conference by branch or regional lesbian, gay, bisexual and transgender groups; by the Disabled Members or Black Members Caucuses, Bisexual Members' Caucus or Transgender Members' Caucus; by the National Lesbian, Gay, Bisexual and Transgender Committee and by the National Young Members' Forum.
- 3.2 Motions, amendments and other appropriate business shall be sent to the designated member of UNISON staff, in order that the Standing Orders Committee may consider them for inclusion in the agenda. The date and time by which motions and amendments shall be received by the designated staff member shall be stated in the timetable published by the National Lesbian, Gay, Bisexual and Transgender Committee.
- 3.3 3.3.1 A motion or amendment should normally be moved by a representative of the group proposing that motion or amendment;
- 3.3.2 In the absence of a representative of the group, the motion or amendment may be moved by another member attending the Conference only where prior notification has been given to the Standing Orders Committee, but may not be moved formally from the Chair;
- 3.3.3 In the event of 3.3.2, the Presiding Conference Chair should advise Conference of the procedure;
- 3.3.4 If there is no other delegate to move the motion, then the motion and any amendments to it, falls. If there is no other delegate to move the amendment, then the amendment falls.
- 3.4 Caucuses have the right to self-define in their motions the issues that affect them.
- 3.5 Each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words.

SO4 Public and Private Sessions

The plenary sessions of the National Lesbian, Gay, Bisexual and Transgender Conference shall meet in public session except that by resolution of Conference the whole or any part of a Conference may be held in private. In addition to delegates, members of the National Lesbian, Gay, Bisexual and Transgender Committee and members of the Standing Orders Committee, the only people permitted to attend a private session of Conference shall be:

- i) such members of staff as have been authorised by the National Lesbian, Gay, Bisexual and Transgender Committee or the UNISON General Secretary to attend Conference;
- ii) such other people as the Conference Chair shall determine.

SO5 Speakers at Conference

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

SO6 Presiding Conference Chair

- 6.1 The Conference shall be chaired at any one time by one of two Co-chairs who shall be members of the National Lesbian, Gay, Bisexual and Transgender Committee or any other member of the National Lesbian, Gay, Bisexual and Transgender Committee as delegated and agreed by the Co-chairs of the National Lesbian, Gay, Bisexual and Transgender Committee.
- 6.2 Any Procedural Motions or Points of Order raised during Conference shall be decided by the Presiding Conference Chair, if necessary in consultation with the Co-Chairs of the Standing Orders Committee. The ruling of the Presiding Conference Chair shall be final and binding.
- 6.3 The Presiding Conference Chair may at any time call Conference's attention to irrelevance, offensive language, or any breach of order on the part of a member. The Presiding Conference Chair shall have the power to call any person to order who is causing a disturbance in Conference. If that person rejects the Presiding Conference Chair's ruling, the Presiding Conference Chair shall have the right to "name" the person. Conference shall immediately vote on whether or not that person should be named. If Conference agrees that the person should be named, the named person shall leave the Conference hall for a period determined by the Presiding Conference Chair.
- 6.4 The Presiding Conference Chair may at any time propose that Conference be adjourned to a specified time. Conference shall immediately vote on whether or not Conference should stand adjourned.

SO7 Voting

- 7.1 The method of voting shall be by a show of hands of those people present who are delegates to Conference. Members of the National Lesbian, Gay, Bisexual and Transgender Committee and Members of the Standing Orders Committee shall not vote. The Presiding Conference Chair shall declare the result or shall call for a count.
- 7.2 A count may also be called if, after a Presiding Conference Chair's declaration of a result, at least twenty members present indicate that they want a count.
- 7.3 When a count has been called:
 - 7.3.1 No other Conference business may proceed until the count has been completed.
 - 7.3.2 The Presiding Conference Chair shall immediately instruct the tellers to close the doors. Any person may leave the Conference during the time that the doors are closed. Members of the Standing Orders Committee and UNISON Staff may enter the Conference, should they deem their business to be such that it cannot wait until the count is completed, whilst the doors are closed.
 - 7.3.3 The Presiding Conference Chair shall instruct the tellers to do a count of those in favour, those against, and those not voting, and shall declare the result. Once the result has been declared the presiding conference chair shall instruct the tellers to re-open the doors.

SO8 Tellers

Conference shall appoint tellers from amongst those people who are attending the Conference. Tellers shall not be members of the National Lesbian, Gay, Bisexual and Transgender Committee or members of the Standing Orders Committee.

SO9 Withdrawals

- 9.1 A mover of a motion or amendment who wishes to withdraw their motion or amendment shall inform the Standing Orders Committee. The Standing Orders Committee shall report this request to Conference. Conference shall decide whether or not the motion or amendment may be withdrawn.
- 9.2 If a motion be withdrawn with the consent of Conference and there is an amendment to that motion which appeared as a motion in the preliminary agenda then that amendment shall become the motion.

SO10 Motions and Amendments not on the Final Agenda (Emergency Motions)

- 10.1 A motion or amendment which is not shown on the final agenda (an "emergency motion") may not be considered by Conference without the prior

approval of the Standing Orders Committee and the consent of Conference, which shall be governed by Standing Orders 10.2 to 10.4 inclusive.

- 10.2 An emergency motion shall be in writing, signed on behalf of the National Lesbian, Gay, Bisexual and Transgender Committee or the branch, region or caucus on whose behalf it is submitted, and sent to the designated member of UNISON staff, so that the Standing Orders Committee may consider it. The date and time by which the emergency motion shall be received by the designated staff member shall be stated in the timetable published by the National Lesbian, Gay, Bisexual and Transgender Committee. The emergency motion shall state at which meeting of the National Lesbian, Gay, Bisexual and Transgender Committee, branch, region or caucus it was debated and adopted.
- 10.3 If the Standing Orders Committee gives its approval to the emergency motion being considered by Conference, copies of the emergency motion shall be made available to participants in the Conference at least one hour before Conference is asked to decide whether to consent to the emergency motion being added to the Conference agenda: this decision shall be made under SO2.8.
- 10.4 An emergency motion will not be given a higher place in the order of business over other motions and amendments on the agenda except where the Standing Orders Committee decides that the purpose of the emergency motion would be frustrated if it were not dealt with earlier in the Conference.

SO11 Procedural Motions

11.1 Subject to Standing Orders 11.2 and 15.3, the following procedural motions may be moved at any time and without previous notice on the agenda:

11.1.1 "That the question be now put", provided that:

- i) the Presiding Conference Chair may advise Conference not to accept this motion if in their opinion the matter had not been sufficiently discussed; and
- ii) if the motion is carried it shall take immediate effect subject only to any right of reply under these Standing Orders.

11.1.2 "That the Conference proceed to next business" (if the motion is carried the matter being discussed shall immediately fall from the agenda and Conference shall proceed to the next item on the order of business);

11.1.3 "That the debate be adjourned";

11.1.4 "That the Conference (or part of Conference) be held in private session";

- 11.1.5 "That precedence be given to any particular business set forth on the agenda subject to the provisions of Standing Order 10";
- 11.1.6 "That the Chair be challenged" (the Presiding Conference Chair shall stand down and the motion shall be heard by the alternate Presiding Conference Chair: the mover of this motion shall speak for no more than three minutes, and the challenged Conference Chair shall then have the right to speak for no more than three minutes; the procedural motion shall then be put to the vote without discussion and no amendment shall be allowed. If the procedural motion is approved by Conference then the challenged Conference Chair shall stand down and the alternate Presiding Conference Chair shall remain in the Chair).
- 11.1.7 "That leave be given to amend a motion or an amendment with the prior approval of the Standing Orders Committee."
- 11.1.8 That the time limits for speakers be amended.
- 11.2 A procedural motion moved under Standing Orders 11.1.1, 11.1.2, 11.1.3 or 11.1.5 shall be immediately put to the vote without discussion and no amendment shall be allowed.
- 11.3 The Presiding Conference Chair may at their discretion allow discussion of a procedural motion moved under Standing Order 11.1.4, and may at their discretion allow amendments to be put.
- 11.4 A person who has already spoken on the motion or amendment in question shall not move a procedural motion under Standing Orders 11.1.1, 11.1.2 and 11.1.3.
- 11.5 A representative who moves a procedural motion under Standing Order 11.1.5 shall not speak on any motion or amendment debated as a result of that procedural motion.

SO12 Amendments

- 12.1 When an amendment to a motion is moved no further amendment may be moved until the first one is disposed of, subject to Standing Order 15.
- 12.2 When an amendment is defeated a further amendment may be moved to the motion.
- 12.3 When an amendment to a motion is carried the motion, as amended, shall become the substantive motion. A further amendment can then be moved to the substantive motion.
- 12.4 A person shall not move more than one amendment to any one motion. The mover of a motion shall not move an amendment to their motion.

- 12.5 The mover of a motion may not "formally" accept an amendment to the motion. Each amendment must be moved separately and voted upon.

SO13 Time Limits

- 13.1 The mover of a motion or an amendment shall speak for no more than five minutes, and each subsequent speaker shall speak for no more than three minutes.
- 13.2 No person shall speak more than once on a question, except that the mover of the original motion may exercise a right of reply for not more than three minutes. No new material may be introduced during a right of reply.
- 13.3 These time limits may be amended where prior approval has been sought from the Standing Orders Committee or where a procedural motion under Standing Order 11 sub-paragraph 11.1.8 has been moved.
- 13.4 The Chair shall, at their discretion, extend a particular speaker's time limit if their access requirements have an impact on speaking time.

SO14 Points of Order

- 14.1 A Point of Order may be raised at any stage during Conference if it is considered that business is not being conducted in accordance with UNISON's Rules or the Conference's Standing Orders.
- 14.2 The Point of Order must be raised as soon as the alleged breach occurs, or at the earliest practicable moment.
- 14.3 The Point of Order shall not be debated or amended, and the Presiding Conference Chair shall make an immediate ruling on the Point of Order under SO6.2.

SO15 Grouped Debates

- 15.1 Where in the opinion of the Standing Orders Committee separate debates on specified motions or amendments dealing with the same subject matter would lead to undue repetition, the Standing Orders Committee shall group debates and/or decide on sequential voting.
- 15.2 A grouped debate shall be run in this order:
- i) The Presiding Conference Chair shall advise Conference of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others;
 - ii) All motions and amendments included in the debate shall be moved;

- iii) The general debate shall take place;
- iv) The Presiding Conference Chair shall again state the order of voting and shall advise Conference which, if any, motions and amendments will fall if others are carried;
- v) Voting shall take place on motions, preceded by relevant amendments, in the order in which they were moved.

15.3 A grouped debate may not be adjourned until all the motions and amendments have been moved.

SO16 Reports by National Lesbian, Gay, Bisexual and Transgender Committee

16.1 After the opening of the Conference's first plenary session the National Lesbian, Gay, Bisexual and Transgender Committee shall present its report for the past year.

16.2 If the National Lesbian, Gay, Bisexual and Transgender Committee presents a report to Conference which contains proposals or recommendations requiring approval and adoption by Conference, the Committee shall submit the proposals or recommendations as ordinary motions seeking such approval and adoption.

16.3 The Committee report shall be circulated prior to Conference.

SO17 Indication and Announcement of the National Lesbian, Gay, Bisexual and Transgender Committee's Policy

The final agenda shall include an indication of the National Lesbian, Gay, Bisexual and Transgender Committee's recommendation on motions on the Preliminary Agenda, and immediately before each motion is called, the National Lesbian, Gay, Bisexual and Transgender Committee shall announce that recommendation through the Chairperson of the Conference.

SO18 Reference

If at the end of the National Lesbian, Gay, Bisexual and Transgender Conference the business of the Conference has not been concluded all motions and amendments then outstanding shall stand referred to the National Lesbian, Gay, Bisexual and Transgender Committee, which shall in due course report to members its decisions on these matters.

SO19 Suspension of Standing Orders

Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business before the Conference or to the proceedings of Conference, provided that at least two-thirds of the people present and voting shall vote for the resolution.