



**NATIONAL LESBIAN, GAY,  
BISEXUAL  
AND TRANSGENDER PLUS  
CONFERENCE  
BOURNEMOUTH  
15-17 NOVEMBER 2019**

<b>PRELIMINARY AGENDA</b>
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## **MOTIONS**

\* denotes a possible composite

## **NEGOTIATING**

### **1. PROMOTING AND EXPANDING LGBT+ EDUCATION IN SCHOOLS**

Conference, new statutory government guidance was issued in 2019 on Relationship and Sex Education (RSE). RSE covers a range of subjects including families, carers, friendships, relationships, sexual health, safety, consent, abuse, sex and love.

From September 2020, all primary schools will be required to teach relationships education and all secondary schools will be required to teach relationships and sex education which specifies teaching about respecting different types of people and families, including lesbian, gay, bisexual and transgender plus (LGBT+) families. The new guidance is clear that children should be taught what is appropriate for their age and development stage.

LGBT+ inclusion is important for everyone. 10% of young people will identify as LGBT+ at some point in their lives. Including LGBT+ people and our families in education in schools means a better education for everyone, LGBT+ and non LGBT+ alike.

At Parkfield Community School in Birmingham anti-LGBT protests have been taking place in response to the teaching of equality and diversity education.

In Prides across the country young people are increasingly present and celebrating being who they are. Increasing numbers of schools are getting involved in Pride and in promoting equality and diversity in their schools. The progress that is being made in affirming young people to be who they are is incredibly important to their futures and for the future of us all. This progress in education in schools must continue and adoption of equality and diversity education in all schools along the RSE lines is critical, without exception.

Conference calls on the national LGBT+ committee to campaign with other unions and Labour Link, and raise awareness with our own UNISON members, to:

1. Raise awareness of LGBT+ relationships and families in the workplace;
2. Actively promote positive attitudes to LGBT+ people in the workplace;
3. Actively promote inclusive policies in the workplace;
4. Celebrate key LGBT+ dates and increase LGBT+ visibility and inclusivity in the workplace;

5. Show solidarity with, and work alongside others to defend LGBT+ education if it comes under attack.

## **Eastern region LGBT+ group**

### **2. LGBT+ HATE CRIME**

Conference is concerned about the rise in hate crime against the lesbian, gay, bisexual and transgender plus (LGBT+) community over recent years. Although there is no direct evidence as to the root cause of this, Brexit and a reduction in police staff numbers due to austerity are considered to be contributing to empowering a shift in public views against the LGBT+ community.

We know that despite a rise in incident reporting, many hate crimes are still not reported and there has been a significant increase in these crimes.

Stonewall's 2017 National LGBT Survey presented key findings such as:

1. "One in five LGBT people (21%) have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months."
2. "Two in five trans people (41%) have experienced a hate crime or incident because of their gender identity in the last 12 months and one in six LGB people, who aren't trans (16%), have experienced a hate crime or incident due to their sexual orientation in the same period."
3. "The number of lesbian, gay and bisexual people who have experienced a hate crime or incident in the last year because of their sexual orientation has risen by 78% from 9% in 2013 to 16% in 2017."
4. "Four in five LGBT people (81%\*) who experienced a hate crime or incident didn't report it to the police."

We are also aware that the number of police officers in England and Wales has fallen by over 20,000 between March 2010 and March 2018.

There has been a 16% reduction in policing front line workers since March 2010 to March 2018.

Therefore, in order to try and combat hate crime against the LGBT+ community conference calls for national LGBT+ committee to:

- A. Work on campaign material aimed at combatting LGBT+ hate crime within the workplace;

- B. Liaise with UNISON LGBT+ members in the police and justice service group to promote training on LGBT+ issues within their branches;
- C. Further promote working closely with LGBT+ organisations such as Stonewall and their diversity champion's programme, in order to promote a safe and inclusive environment within the workplace;
- D. Encourage regions to work collaboratively with their local Police and Crime Commissioner (PCC).

#### **Northern region LGBT+ group**

### **3. LGBT+ ALLY TRAINING**

Conference, it is no secret that lesbian, gay, bisexual and transgender plus (LGBT+) people have a worse experience at work than people who identify as cis-gender and heterosexual.

The Government Equalities Office in 2018 stated that 23% of respondents to their survey had experienced negative reactions from people in their workplace due to being, or the perception of them being, LGBT+.

77% of those respondents stated that the most serious of incidents went unreported, primarily because they thought it wouldn't be worth it, nothing would change.

The many barriers to challenging discriminatory behaviour usually stem from a lack of information, education, support and firm policies in our workplaces.

We note the fantastic work done by UNISON on the 'How to be a good Trans Ally' document and wish to build on this.

We feel it is important to have workplace allies for all LGBT+ identities, particularly in those branches where there is no branch elected LGBT+ representative to champion our cause.

We believe the way to do this is through education.

Stonewall deliver a one-day Allies programme which gives non-LGBT individuals the opportunity to explore what it means to be an ally and the space to identify how they are going to create an inclusive environment for everyone.

Conference is calling on the national LGBT+ committee to work with the learning and organising services to develop our own UNISON LGBT+ Ally training and support programme.



As a starter for ten and taking inspiration from Stonewall, we suggest the training should include:

1. Insight into what it means to be yourself;
2. Understanding of what it means to be an ally and why it's important to have visible and active allies in the workplace;
3. Practical ways to step up as an ally;
4. Opportunities to explore and develop inclusive behaviours and approaches;
5. Active listening skills and techniques for having good-quality conversations;
6. Increased motivation and confidence to become a visible and influential ally;
7. A network of peers from across a range of sectors and communities.

**Eastern region LGBT+ group**

#### **4. SEXUAL HARASSMENT OF THE LGBT+ WORKFORCE**

Conference acknowledges the findings of the recent Trades Unions Congress (TUC) report 'Sexual harassment of LGBT people in the workplace', published in May 2019, which details the shockingly high levels of sexual harassment and sexual assault faced by lesbian, gay, bisexual and transgender (LGBT) workers. The reports sets out the unheard voices of LGBT workers with the increasing focus on sexual harassment in workplace brought about by the #MeToo campaign. It was noted that there was very little in-depth research carried out to understand the experience of LGBT workers.

Conference notes that the reports sets out to understand LGBT people's experience of sexual harassment at work and to ensure that when governments, regulators, employers and unions develop their response to the 'epidemic' of sexual harassment that #MeToo has revealed, the experiences of and needs of LGBT people are at the heart of this.

Around seven out of ten (68%) LGBT people who responded to the survey reported being sexually harassed at work, yet two thirds didn't report it to their employer. One in four of those who didn't report were prevented from raising the issue with their employer by their fear of being 'outed' at work.

The research found unacceptably high levels of sexual harassment across all different types of harassing behaviours for both LGBT men and women. LGBT women responding to the survey experienced higher levels of sexual harassment and sexual assault in many areas. LGBT women were more than twice as likely to

report unwanted touching (35%), almost twice as likely to report sexual assault (21%) and serious sexual assault or rape (12%) compared to men. There were also some areas where men and women reported similar levels of sexual harassment.

Many of the incidents of sexual harassment highlighted by the report appeared to be linked to the sexualisation of LGBT identities and the misconception that these identities solely focus on sexual activity. People influenced by these stereotypes see being LGBT as an invitation to make sexualised comments or ask inappropriate questions about a person's sex life.

Conference further notes that the results of the TUC report reflects the recent report, 'It's Never Ok' published by UNISON at this year's national delegate conference, which details the sexual harassment of staff within the National Health Service.

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

1. Highlight the findings of the TUC report to the national executive council, service group committees and other self-organised group committees to seek to ensure that the impact of sexual harassment on LGBT+ members is taken into account when campaigning and organising on this matter;
2. Produce guidance for branches and activists on protection from sexual harassment for LGBT+ members;
3. Work with the national executive council, service group committees and other self-organised group committees to campaign for the reintroduction of Section 40 of the Equality Act 2010 on 'third party protection'.

**National LGBT+ committee**

## **5. MENTAL HEALTH AND SUICIDE AWARENESS TO SUPPORT YOUNG LGBT+ MEMBERS**

Conference applauds the national lesbian, gay, bisexual and transgender plus (LGBT+) committee for the work undertaken to date to highlight the effects of austerity measures on LGBT+ workers, the services we provide and the knock-on effects of the reduction in those services.

Conference further notes that a range of governmental bodies, statutory services and civil society organisations evidence that LGBT+ people experience increased levels of common mental health problems such as depression, anxiety, and stress leading to suicidal ideation and action as a result of the negative impact of their experiences of discrimination and marginalisation both in the workplace and in wider society.

Young LGBT+ people in particular are identified as an 'at risk' group. The Stonewall LGBT in Britain - Work Report (2018) notes:

1. One in eight LGBT people aged 18-24 said they have attempted to take their own lives within the last year;
2. Half of LGBT people aged 18-24 have thought about taking their own lives within the last year;
3. Almost half of LGBT people aged 18-24 have deliberately self-harmed in the last year.

Additional available data on suicide and self-harm among young LGBT+ is stark and highlights the need for local and national suicide prevention strategies that consider LGBT+ issues in their approaches.

National Health Service Trusts are now starting to realise the importance around suicide awareness and, in particular mental health trusts, are beginning to put training as mandatory for staff to highlight the signs that someone may be heading towards crisis point.

With cuts to welfare and youth services young LGBT+ members are more regularly turning to their UNISON reps for support with their mental health and it is therefore important that reps are suitably trained to be able to support and signpost staff to agencies that can give them the help they need.

A number of charities and organisations such as PAPYRUS, Young Minds, MIND and the Samaritans are doing important work to tackle mental health and suicide stigma and encourage additional support for those of the younger generations with poor mental health in the public services and it is important that UNISON supports and promotes organisations which are in line with its values.

Conference therefore calls on the national LGBT+ committee to work with the national young members' forum, service group executive committees and the national executive council to:

- A. Promote suitable organisations and charities working in the field of mental health and suicide awareness to branches and regional LGBT+ self-organised groups, such as PAPYRUS, Young Minds, MIND and the Samaritans;
- B. Consider suitable methods to make training and awareness of identifying potential risks of suicide readily accessible to UNISON reps and regional LGBT+ groups;

- C. Consider the provision of materials for pride stalls and other events with information and signposting to support LGBT+ young people within the area of mental health.

### **North West region LGBT+ group**

## **RECRUITMENT AND ORGANISING**

### **6. ENGAGING BRANCHES IN LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS RECRUITMENT AND ORGANISING**

Conference welcomes the successful campaign to seek a rule change to become a lesbian, gay, bisexual and transgender plus (LGBT+) self-organised group at this year's national delegate conference (NDC). This change would not have been possible if it had not been for the work of our activists sharing the reasons for this important change at branch, regional and national levels including other national self-organised groups (SOGs) and service groups.

During this campaign numerous branches and regions received the LGBT+ presentation, debated motions of support, mandated their delegates and donated money to the '#SupportThePlus' campaign. The work carried out was evident at the service group conferences in the run up to and at NDC, with many branch activists stating they had heard about the campaign, declaring their branches fully supported the change and wore badges, stickers and t-shirts with pride throughout conference. This culminated in a unanimous decision to support the rule change, adding the plus to our name.

Not for many years has there been this level of branch engagement on a national level, at which broader activists have heard and debated the issues facing LGBT+ workers and members.

We have heard of some of the incredible work various regions have been doing in partnership with branches to further our fight for LGBT+ equality in the workplace and to use Pride events as a vehicle to recruit new members at local events. Some regional LGBT+ groups have now flipped their role, to one where branches are now taking the lead in booking stalls and co-ordinating their entry into Pride marches, including often paying for stalls and promotional materials from branch funds. This increases our capacity to participate in ever increasing numbers of local Pride events; staff stalls with local branch activists where members can discuss workplace issues; and to recruit new members.

Likewise, some regional groups have been sharing bargaining for LGBT+ equality information with branches in a range of different ways, from offering to deliver

presentations at branch meetings; hosting LGBT+ training days open to non-LGBT+ branch activists; and using social media to raise awareness of our factsheets.

The opportunity to make these examples of best practice the norm and the time to deepen our relationship and engagement in our work with branches is now.

Conference calls upon the national LGBT+ committee to:

1. Work with regional LGBT+ SOGs to update all references to our group to include the '+' including constitutions, recruitment materials (as these run out), forms, etc; encouraging them to do the same with branches;
2. Work with regional LGBT+ groups to identify best practice in partnership working with branches in LGBT+ recruitment and organising, sharing these through regional LGBT+ convenor days, 'Out In UNISON' and e-bulletins;
3. Encourage regional LGBT+ SOGs to work with other regional SOGs and service groups to build LGBT+ recruitment and bargaining into their own work plans.

**National LGBT+ committee**

## **7. ENSURING LGBT+ REPRESENTATION IN APPRENTICESHIPS**

This conference welcomes the commitment of the Apprenticeship Diversity Champions Network (ADCN) to take action to widen participation in apprenticeships, champion diversity, and support greater social mobility. The ADCN champions apprenticeships and diversity amongst employers and encourages more people from underrepresented groups, including lesbian, gay, bisexual and transgender plus (LGBT+) people, people with disabilities, women, and members of the Black community, to consider apprenticeships.

Conference notes that research findings from the LGBT charity Stonewall on their 2018 survey titled 'LGBT in Britain – Work Report' found that:

1. More than a third of LGBT staff (35%) have hidden that they are LGBT at work for fear of discrimination;
2. One in ten Black LGBT employees (10%) have been physically attacked by customers or colleagues in the last year;
3. Nearly two in five bi people (38%) aren't out to anyone at work.

In their report 'Achieving the Benefits of Apprenticeships' published in March 2018, the ADCN highlighted some of their members' best practice:

- A. Channel 4 actively monitor diversity and support LGBT+ people, and 14% of their apprentices identify as LGBT+;
- B. Rolls-Royce has set targets related to the Stonewall Workplace Equality Index, which provides feedback on a company's approach to LGBT+ equality, and incorporates direct feedback from LGBT+ employees;
- C. WorldSkills UK reports that 30% of its Senior Leadership Team are LGBT+. On the most recent OUTstanding list of leading LGBT+ executives featured in the *Financial Times*, the CEO (Chief Executive Officer), Dr Neil Bentley, was in the top 20 public sector executives.

This conference believes that it is pivotal that employers across all industries and sectors aim to increase application and recruitment to apprenticeships from underrepresented groups.

Conference calls on the national LGBT+ committee to:

- 1. Publicise the work of the ADCN to the wider union to encourage and enable recruitment of underrepresented groups to apprenticeships;
- 2. Produce guidance on increasing application and recruitment to apprenticeships of these underrepresented groups;
- 3. Share examples of best practice with regards to creating LGBT+ inclusive workplaces as well as monitoring equality and diversity within apprenticeships.

**Knowsley branch LGBT+ group**

## **8. BI YOUNG MEMBERS**

In UNISON's year of the young worker, conference notes that our recent name change to lesbian, gay, bisexual and transgender plus (LGBT+) is a progressive step towards further inclusion. It was our young members who suggested the name change and this was wholeheartedly supported by the work of our national LGBT+ committee.

Our young members informed this conference that they use many different ways to express their sexual orientation whilst identifying under UNISON's umbrella definition of bi.

Our young members also informed us that they use many different ways to express their gender identity. This naturally impacts on terms used for sexual orientation.

Now that our self-organised group has adopted the plus, more than ever, we have a responsibility to reach out to our young members, to demonstrate that we embrace them.

This conference also notes that at national delegate conference 2019, there was a rule change giving young members their own policy making conference. This provides a great opportunity to grow our union by demonstrating our investment in young people.

Our union truly is inclusive.

However, we need to ensure our young members or potential young members know this.

This conference therefore calls upon the national LGBT+ committee to:

1. Liaise with the national young members' forum to explore how we can best support each other in growing our union;
2. Offer to work collaboratively with the national young members' forum to develop literature specifically aimed at young bi members;
3. Take a lead in demonstrating to branches and regions the importance of engaging with our young bi members.

### **Bisexual members' caucus**

## **9. MAKING THE BI NETWORK MORE INCLUSIVE**

Conference notes and embraces the strides that UNISON has taken in the establishment of a now thriving bi network within the union.

Conference also welcomes the addition of the plus to our group, which demonstrates our commitment to the inclusion of our siblings who use different labels for themselves, including those who identify as pansexual or polysexual, who we would consider to be part of our inclusive bi umbrella.

In order to embrace the expansion of our network and to cement the breadth of the bisexual umbrella, conference calls on the national lesbian, gay, bisexual and transgender plus (LGBT+) committee to:

1. Make the plus (+) meaningful by:
  - A. Renaming the bi network to bi+ network;
  - B. Considering the following topics for articles to be published in Out in UNISON, the LGBT+ e-bulletin and any other places we can use:

- I. A beginner's guide to the plus (+);
  - II. The bi+ network: who we are, what we do and who is welcome;
  - III. Advertising and promotion of all future events for the bi+ network;
  - IV. Appropriate reminders to sign up to email groups and e-bulletins.
2. Send information out about the bi+ network to all regional LGBTQ+ committees and ask them to promote us to their members and on their stalls and in their communications;
  3. Send details of future events for the bi+ network to all branch equality officers, branch LGBTQ+ officers, branch communication officers and branch secretaries;
  4. Urge all branches to encourage bi+ members to join the bi+ network and attend the network meetings.

#### **Bisexual members' caucus**

### **10. BACK TO BASICS – THE DECLINE OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS RIGHTS**

Conference notes that research undertaken by *The Guardian* newspaper this year highlighted that homophobic and transphobic hate crimes in England and Wales have more than doubled over the past five years, with police recording 11,600 crimes in the most recent year of data. Of concern, almost half (46%) of the crimes from 2017-2018 were violent offences.

According to ILGA-Europe, this year was the first time that its Rainbow Europe Index saw countries moving backwards in its ten year history, with countries such as Bulgaria removing access for trans people to change their names and genders whilst others such as Bulgaria and Turkey failing to uphold the fundamental principles of the freedom of assembly and freedom of association.

It seems like arguments that we thought we'd won, issues that we thought we'd dealt with, progress that we thought we were making, have all stopped, or have been questioned or challenged again.

There is a need to reaffirm what lesbian, gay, bisexual and trans plus (LGBT+) actually look like at this moment and why progressing LGBTQ+ rights is an important issue for the trade union movement.



Conference therefore calls on the national LGBT+ committee to:

1. Develop materials which could be used as part of a workshop focussing on the basics of LGBT+ rights, including specifically bi and trans rights, with an aim that it could be delivered during LGBT History Month 2020;
2. Share and promote the workshop to branches, regions and self-organised groups.

**North West region LGBT+ group**

## **11. INCLUSIVE LANGUAGE**

This conference would like to acknowledge and give thanks to the essential work carried out by UNISON on respecting and promoting reproductive rights, tackling period poverty and raising menopausal awareness.

However, in many of the motions produced around these issues, we continue to see a use of exclusionary language.

Motions often make reference to ‘women and girls’, without taking into consideration that these issues also affect our members who identify as trans, under our inclusive umbrella term.

The trans caucus is aware that our national lesbian, gay, bisexual and transgender plus (LGBT+) committee continues to speak out on our behalf, raising awareness on this issue, for which we share our most heartfelt gratitude.

But we feel we need to do more to ensure inclusive language becomes the standard.

This conference calls upon the national LGBT+ committee to:

1. Liaise with the other UNISON national self-organised groups (SOGs) and service groups to raise awareness of this issue;
2. Provide clear guidance to other SOGs and service groups why this issue is so important to members of the trans community;
3. Approach and attempt to engage in a dialogue with national women’s committee to seek support of inclusive language and to work together in challenging this gender stereotypical language;
4. Liaise with Labour Link to engage in constructive dialogue promoting the use of inclusive language, which can then be used to demonstrate our inclusivity to the Labour Party, leading by example.

**Transgender members’ caucus**

## **12. WHY ARE WE STILL MISSING?**

Conference, it is still currently possible for UNISON's national executive council (NEC) to contain no members who identify as lesbian, gay, bisexual and transgender plus (LGBT+).

Conference supports the creation of reserved seats for LGBT+ members on the NEC.

Conference instructs the national LGBT+ committee to urgently raise this issue with the NEC.

### **Leicestershire police branch LGBT+ group**

## **13. INCLUDING RETIRED MEMBERS MORE EFFECTIVELY AT SELF-ORGANISED GROUP CONFERENCES**

Conference notes that:

1. In 2014, UNISON amended its rules to allow the retired members' organisation to send two representatives of relevant retired members to each self-organised group (SOG) conference;
2. For the first five years, the national retired members' committee (NRMC) picked these representatives but from this year self-nominations will be considered and voted on at the relevant caucus meetings at retired members' conference;
3. Relevant retired members, as such, may not submit motions or amendments directly to SOG conferences so their representatives may not, generally, move a motion nor reply to a debate, significantly restricting their effectiveness;
4. In 2016, retired members' conference resolved to instruct NRMC to:  
"seek the views of (relevant) retired members and, subject to gaining their support, liaise with the national executive council (NEC) and the SOG national committees about submitting a ... rule change to national delegate conference to allow ... (relevant) ... retired members to ... submit motions and amendments to ... SOG conferences";
5. In the autumn of 2017, NRMC surveyed the views of relevant retired members and, in reply to a question on its 2018 annual report, made known the

survey's results including that a majority of members taking part regarded the issue as crucial; and,

6. A motion submitted to retired members' conference 2019 expressed pleasure at the survey's outcome but disappointment at NRM's rate of progress; it sought to repeat and confirm the remaining instructions in the 2016 resolution and set a deadline.

Conference is glad that it has now been established that retired members taking part in debate here will have been elected to do so by and from among lesbian, gay, bisexual and transgender plus (LGBT+) retired members.

Conference believes it should never have been otherwise and it instructs national LGBT+ members' committee to try to defend this principle in future.

Now this is resolved, conference wishes to see retired LGBT+ members submit their own items of business to this conference and their representatives move them, in line with the aims of the 2016 retired members' conference resolution.

Conference therefore further instructs the national LGBT+ members' national committee to approach the NEC, NRM and the other SOG national committees to seek their support for and their agreement how best to achieve:

- A. Relevant retired members, as such, gaining the right to submit items of business directly to respective SOG conferences; and,
- B. Further consultation, as need be, with relevant retired members on matters of detail and implementation.

### **West Midlands region LGBT+ group**

## **14. PERFECTLY GOOD MOTIONS RULED OUT OF ORDER**

There is a rule that restricts motions submitted to the lesbian, gay, bisexual and transgender plus (LGBT+) conference to 500 words. Rightly or wrongly this decision was taken some years ago. Our standing orders 3.5 states "each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words".

Under current rule there is not sufficient room to explain some quite complex issues. Back when the rule was changed it was to stop excessively long motions and we can understand the logic of this. Looking at recent motions that have failed to make it to conference we suggest that there really is a need to remove the word limit. Ensuring sufficient words for the writer of the motion to get their point across is essential and

to try and do this with a restricted amount of words may make the motion clumsy and insufficiently clear.

More words are needed to allow important subjects to be explained and to allow those who aren't at conference to fully understand the motion. Are we going to allow this to continue as it is clear many opinions on motions are decided from the wording of the motion? Key decisions to support a motion or not are often made at branch level prior to conference and this assessment can only be made from the text contained in this motion. Every motion needs to be clear in what it wants to achieve and allowed sufficient text to explain all the details of the motion so considered decisions can be made. Realistically there are complex subjects we have to debate such as gender issues and change to language. Some fantastic motions have been lost due to the 500 rule.

Let's consider one recently ruled out, a motion around "Homelessness and LGBT asylum seekers" from 2017. Easily a good motion and covered a very important subject. It was informative and the facts raised in the motion were required to ensure anyone reading understood the motion. Clear instructions were provided for the committee. Sadly this motion was rejected. Positive motions such as "Divorce in same sex marriage" is another example from 2018. Only a change to our standing orders can stop this happening again. Let's make that change at the earliest opportunity. It's too late for this year but we can change things for future conferences. Clear instruction should be given to our national committee to move this matter forward. Everyone can assist with that change by voting for this motion and request the appropriate change to standing orders.

Conference instructs the national LGBT+ committee to seek to remove the 500 word limit on motions by submitting the necessary amendment to standing orders at our next LGBT+ conference.

**Leicestershire police branch LGBT+ group**

## **CAMPAIGNING**

### **15.\* LGBT+ EDUCATION RIGHTS**

Conference notes the recent protests against the teaching of lesbian, gay, bisexual and transgender plus (LGBT+) lifestyles in schools within England. There has been a misuse of religion as an excuse to attack LGBT+ rights, and this is not the first time religious groups have been hijacked by those who seek to attack our lives.

This conference notes the lack of condemnation in the United Kingdom and across the world against this attack upon our rights, to live our lives for who we are, using the false claim that this is to protect children. There is a significant difference

between teachings on different lifestyles, to sex education. Promoting understanding that the world we live in is diverse is a principle that is necessary to underpin a culture of tolerance and respect for each other.

Conference condemns the levels of intimidation and hatred being displayed at school gates and against teachers. Such hatred can only cause suffering and will have a negative impact on all, including young children, who experience this.

Conference is dissatisfied with any politician and religious leaders who make excuses for, ignore, or fail to intervene and challenge those inciting such protests.

Conference is opposed to:

1. Social media platforms that continue to give a platform to and that are often used to co-ordinate and propagate such protests;
2. Those who use schools and seek positions on school governing boards in order to impose their narrow and strict views in the classroom, especially when this leads to direct discrimination not just against LGBT+ people, but often also by gender, race and disability;
3. Those who respond to such protests by general attacks on religious belief or faith rather than the misuse and misrepresentation of such.

Conference calls upon the national LGBT+ committee to:

- A. Revisit our historic campaigns against similar demonstrations that led to the infamous clause 28 in order to develop a clear focus and strategy;
- B. Work with others across the trade union movement and LGBT+ communities to support and promote the teaching of LGBT+ lives and lifestyles throughout the education system;
- C. Highlight the dangers of complacency after two decades of progress in rights for LGBT+ people, and to actively campaign against those who are seeking to roll back these rights often not through legal means but through high profile protests and lobbying.
- D. Work with others within the labour movement to campaign for changes to safeguarding policies, that would prevent or disbar any person who engages in protests that promote discrimination, or challenge the validity of teaching on different lifestyles and equal human rights, from any position within schools.

**Northern region LGBT+ group**

## **16.\* NO OUTSIDERS**

Conference notes with concern the protests against the 'No Outsiders' method of teaching young children about equality, in particular lesbian and gay relationships, to encourage acceptance and tolerance at an early age.

We welcome any learning that teaches children from a young age about acceptance, equality and inclusivity especially as it relates to the lesbian, gay, bisexual and transgender plus (LGBT+) community.

We know that the earlier children are taught about acceptance, equality, inclusivity and tolerance, the more likely they are to be open to understanding and recognising the difficulties within our diverse communities.

Education is essential in the continued fight for equality and recognition, especially in communities where the visible presence of LGBT+ people is not obvious or accepted.

We are fully supportive of the teachers involved and the methods used to educate our children around the acceptance and inclusion of people who are LGBT+.

Conference asks the national LGBT+ committee to:

1. Communicate our support to the schools and teaching staff involved;
2. Write to UNISON branches to ask them if they will add their support to the schools and teaching staff involved in LGBT+ education;
3. Confirm support as a national self-organised group for the 'No Outsiders' method of teaching.

**Leicestershire police branch LGBT+ group**

## **17. GENDER RECOGNITION ACT REFORM – A LACK OF PROGRESS**

Conference notes that the consultation by the Westminster government on reform of the Gender Recognition Act (GRA) 2004 closed on the 19th October 2018. Since the closure of the consultation, there has been little sign of specific proposals to reform the GRA.

Conference further notes that in the LGBT Action Plan: Annual progress report 2018 to 2019, presented to Parliament by the Minister for Women and Equalities in July 2019, the Minister stated that the government would respond to the consultation shortly, with no timetable indicated for such a response.

Conference notes that the Scottish government also held a 16-week public consultation in 2018 on reforming the GRA. The Cabinet Secretary for Social Security and Older People gave a statement on Gender Recognition to the Scottish Parliament on the 20th June 2019.

Conference notes with concern the statement that the Scottish government will not be introducing legislation to the Scottish Parliament immediately. Whilst the same statement also contained a commitment to introduce a draft Gender Recognition (Scotland) Bill, there is to be further consultation on provisions to be contained in the Bill.

Conference further notes that the Scottish government will not be extending legal gender recognition to non-binary people.

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. Monitor the actions taken by both the United Kingdom (UK) and Scottish governments in reforms to the GRA, and respond to any further consultations;
3. Continue to work with appropriate bodies and partners, such as the Scottish Trans Alliance, to further transgender equality in the UK and the devolved nations;
4. Update our factsheets and bargaining guides to reflect changes arising from the consultations and associated parliamentary bills and acts.

### **Transgender members' caucus**

## **18. DOMESTIC ABUSE IN LESBIAN, GAY, BISEXUAL AND TRANS + RELATIONSHIPS**

Conference notes that there is a postcode lottery of services that support victims and perpetrators of domestic abuse in lesbian, gay, bisexual and transgender plus (LGBT+) relationships. For example, in Blackpool, the local probation service only has access to programmes that are aimed at heterosexual male offenders, whereas in Manchester, the local probation service has access to a wider range of programmes but only through partner agencies.

Research by Stonewall suggests that 25% of lesbian and bisexual women and 40% of gay and bisexual men have experienced at least one incident of domestic abuse

from a partner, with research from Scotland suggesting that up to 80% of trans participants had experienced domestic abuse.

Galop – the LGBT+ anti-violence charity – in its response to the announcement about the Domestic Violence and Abuse Bill, pointed out that there are “no specific National Offender Management Service (NOMS) accredited or other programmes for people who perpetrate domestic abuse in LGBT relationships and only two services in England (based in Manchester and Birmingham) currently provide LGBT specialist Independent Domestic Violence Advisor (IDVA) support.”

Galop also suggest that between 60 – 80% of LGBT+ survivors of domestic abuse have never reported incidents or tried to access support services and that there are no LGBT-specific refuge services in England.

To reduce reoffending rates for domestic abuse, society needs to tackle the underlying behaviours that result in domestic abuse. Our members who work in probation services to manage offenders cannot do this if they are unable to even refer LGBT+ perpetrators of domestic abuse to basic re-education services.

Conference therefore calls on the national LGBT+ committee to:

1. Work with the police and justice service group executive to survey branches with members working in probation to canvas the extent of this issue for our members, with a view to obtaining good and bad practice examples;
2. Work with Labour Link to identify opportunities to lobby for inclusive countrywide domestic abuse services;
3. Highlight this issue through all suitable communication channels;
4. Continue to promote the work of Galop – the LGBT+ anti-violence charity.

**North West region LGBT+ group**

## **19. THE VATICAN EDUCATIONAL PAPER ON GENDER THEORY – A CONFUSED CONCEPT!**

Conference believes that since the repeal of Section 28 in 2003 educators on lesbian, gay, bisexual and transgender plus (LGBT+) inclusive education in schools have made an essential contribution in the fight for equality rights for the LGBT+ community.

However in recent years we have seen a backlash to this from the far right and some religious and anti LGBT+ groups. This backlash comes at a time when many religious organisations had started to make inroads into embracing LGBT+ people.



Conference notes that in June of this year the Vatican released a paper on gender theory in education titled 'Male and Female He Created Them' which it described as an aid for Catholic schoolteachers and parents. This has clearly demonstrated that those responsible for overseeing Catholic educational institutions do not see inclusion of trans people as the way forward.

The paper makes many claims about trans people, such as the notion of an individual's gender identity existing along a spectrum as being "nothing more than a confused concept of freedom in the realm of feelings and wants" and claims that modern gender theory "is a move away from nature and towards an absolute option for the decision of the feelings of the human subject".

The paper does not stop at critiquing gender identity theory, it also makes negative references to single sex family units, claiming 'in vitro' fertilization reduces "a baby to an object in the hands of science and technology" and stereotypes the role of women in society as carers, talking about their 'capacity for the other' which then leads on to how they "exhibit a kind of effective, cultural and spiritual motherhood".

Although the paper does call for listening and a dialogue, it seems that it will only enter into this with theologians and philosophers whilst ignoring LGBT+ people and disregarding the growing body of scientific knowledge about trans identities.

Conference believes this paper to be damaging to the work carried out by educational LGBT+ campaigners since the repeal of Section 28 and those working with the aim of delivering inclusive education, and that if adopted by Catholic schools and other educational establishments this paper has the potential to damage trans equality for generations to come.

It will take away the opportunity for young people to learn about and accept difference and have a balanced social education while also placing young trans people in fear of being their true self, something that LGBT+ inclusive educators have worked hard to eradicate.

Conference calls on the national LGBT+ committee to:

1. Work with the local government service group executive and schools sector committee to create resources for school staff covering issues around trans equality that affect pupils and staff in schools, and to raise the issue with the wider schools membership;
2. Liaise with LGBT+ activists in teaching unions to coordinate campaigning against this paper and to publicise e-sources which promote LGBT+ inclusive education.

**Transgender members' caucus**

## **20. EQUAL MARRIAGE IN NORTHERN IRELAND**

Currently marriage between couples of the same sex is legal in England, Wales, Scotland and the Republic of Ireland as well as many other countries around the world, but not in Northern Ireland. In 2015 a majority of Northern Ireland assembly members voted in favour of same-sex marriage, however this was blocked by the Democratic Unionist Party.

Conference welcomes the legislative measures passed in the Westminster Parliament to ensure that equal marriage will become legal in Northern Ireland if government at Stormont has not been restored by 21st October 2019.

However, in the event that this does not happen, conference believes that UNISON must continue to campaign for equal marriage in Northern Ireland. Conference affirms its support for equal lesbian, gay, bisexual and transgender plus (LGBT+) rights around the world.

Conference calls upon the national LGBT+ committee to:

1. Work with the Love Equality campaign to support the campaign for equal marriage in Northern Ireland until this is achieved;
2. Highlight and promote the work done by UNISON in Northern Ireland and the Irish Congress of Trade Unions to fight for marriage equality.

**National young members' forum**

## **21. ACCESS TO ABORTION**

Conference notes the tightening of abortion access in states such as Alabama in the United States of America (USA) with despair. Abortion is a health issue and disproportionately affects people in poverty, the working poor and people living in rural areas.

Despite recent parliamentary intervention in the absence of a Stormont Assembly, access within the United Kingdom is not yet equal. The Abortion Act 1967 allows access for people in England, Wales and Scotland to make a choice with regards to proceed with a pregnancy. This does not yet extend to Northern Ireland where it is still an offence.

The majority of people seeking access to abortions are women. There will be a minority of bisexual and lesbian women, non-binary people and trans (masculine) men who face unwanted pregnancies. Forcing people who live in Northern Ireland to travel to the mainland or to the Republic of Ireland to access healthcare is

despicable. Bisexual women are at high risk of domestic violence within relationships which includes coerced pregnancy. Trans and non-binary people also face institutional discrimination when obtaining health care and access areas which are focused purely on women's health may cause dysphoria and mental ill health.

Abortion access is a healthcare issue and therefore needs to take into account lesbian, gay, bisexual and transgender plus (LGBT+) patients.

Conference calls on the national LGBT+ committee to:

1. Work with appropriate bodies including UNISON's national women's committee and UNISON Northern Ireland to campaign for equal access for abortion in Northern Ireland;
2. Consider an article for Out in UNISON with regards to giving information regarding abortion access;
3. Work with appropriate bodies such as the national executive council and the health service group executive to seek to ensure that any publications published are LGBT+ inclusive.

#### **Bisexual members' caucus**

## **22. PUTTING POLITICS BACK IN PRIDE AND WIDER LGBT+ COMMUNITY**

Conference notes the lesbian, gay, bisexual and transgender plus (LGBT+) legislation during the last Labour government years strengthened our protections and way of life. Within the last decade we have seen further legislation come forward which, whilst having been intended to improve the lives of LGBT+ people, in a lot of respects, we continue to see societal and economical discrimination.

UNISON welcomes the 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 have heard from certain 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 rights being eroded.

When we look at legislation such as the Gender Recognition Act 2004, blood donation for men who sleep with men and survivor pension benefits for same sex couples, we can see where laws continue to fail 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'?

Many within our community think Pride has been hi-jacked by the corporate elite. The privatisation of our struggles has become held to ransom by a money-making racket, serving primarily the well-off. Envisaged as a festival yet it serves no purpose to highlight the many issues we as LGBT+ people face on a daily basis.

As a community, we 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 acknowledged as a protest.

Conference calls on the national LGBT+ committee to:

1. Encourage branches and regions to support local Pride events that align with UNISON values;
2. 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;
3. Forge stronger links with Pride associations around the United Kingdom to strengthen and increase trade union involvement to ensure our rich and strong history is not lost forever;
4. Develop a presentation so regions and branches can highlight the history of Pride and the LGBT+ civil rights movement, highlighting why Pride is still so important.

**Northern region LGBT+ group**

## **23. CELEBRATING AND SUPPORTING REGIONAL DIVERSITY**

This conference notes that in 2019 we celebrate the 50th anniversary of the founding of the Scottish Minorities Group (SMG) latterly Outright Scotland.

Conference further notes its many works from the role it played, with others, in establishing the International Lesbian, Gay, Bisexual, Trans and Intersex Association to the amendment to the 1980 Criminal Justice (Scotland) Bill partially decriminalised gay sex between men over 21.

Conference calls on national committee to conduct a review for publication at next year's conference, of the work taking place in the nations and regions of the United Kingdom (UK), to establish what support may be necessary to ensure that all

UNISON lesbian, gay, bisexual and transgender plus members enjoy the same rights and freedoms wherever they may live or work in the UK and to support UNISON regions, branches and members in lobbying the devolved administrations.

### **Lothian health branch LGBT+ group**

#### **24.\* BEWARE THAT SHARE!**

Conference congratulates our lesbian, gay, bisexual and transgender plus (LGBT+) self-organised group on the many and varied ways social media has been used in branches, regions and nationally. We welcome and encourage our members to share and comment on our posts, helping to strengthen our message and spread the word about trade unions, UNISON and that we're LGBT+ inclusive, as well as highlighting our campaigns. Social media is an excellent way to get our message out quickly and easily. Social media brings the power of media communication to anyone who wants to get their voice heard.

However, conference is concerned that the very reason we use social media; to spread information about our work and campaigns, is the very same reason there is an increasing use by far-right, alt-right and anti-LGBT+ organisations and groups, to spread their hate. Many use social engineering techniques (the use of deception to manipulate individuals) such as seemingly innocuous memes (an image, video, piece of text, etc., that is copied and spread rapidly by Internet users) to spread their message whilst hiding in plain sight. Memes expressing seemingly innocent sentiments, that many people may identify with, are shared without a second thought. Once shared, or especially if 'liked', the algorithms of sites such as Facebook can start to show you further posts from these groups.

Conference is aware that some of our members have, and continue to be, caught out by these messages, often sharing them themselves. This is quite often due 'surfing the net' in their spare time, when they are not necessarily 'on their guard' to the same degree or because they are quickly glancing at their phones in between other tasks and not fully aware of their actions. Often, if the source or meaning of the message or meme is pointed out to someone, they are shocked and quickly remove the post. Unfortunately, this often doesn't prevent them falling foul of the same kind of deceit later.

Conference is concerned that, if left unchecked, these posts begin to become the 'norm' and we find them harder to challenge. Thinking about what you share or like online should be as important as thinking before you post personal, private information that could be used to commit fraud, identity theft or to steal your belongings.

Conference instructs the national committee to:

1. Include guidance on using social media and how to avoid sharing posts and/or memes from far-right, alt-right and anti-LGBT+ groups and others, who do not share UNISON's values and aims, in our anti-far right materials and guidance;
2. Create a simple UNISON LGBT+ 'Beware That Share!' meme or similar and develop a social media campaign that the LGBT+ branch and regional self-organised groups can share across social media platforms to highlight this issue;
3. Work with the national executive council, service group committees and other self-organised group committees to raise awareness with our members;
4. Work with learning and organising services to include in social media training events.

### **National LGBT+ committee**

## **25.\* BEWARE TO SHARE**

Conference recognises the benefits of using social media to bring together communities and groups who have interests in common.

We recognise that individuals and some organisations use and abuse social media to propagate messages of hate.

The internet has changed the way we communicate. It has many positive values, but has also allowed hateful content to spread to a broader audience, without editorial control and often behind a veil of anonymity.

It is also clear that they manipulate the use of social media by hiding and appear on the surface to be supportive and highlight legitimate campaigns of social justice.

Certain far-right groups have become adept at getting false messages across. The uncensored nature of the internet provides the opportunity for those with anti-lesbian, gay, bisexual and transgender plus (LGBT+), racist and misogynistic views to promote these to a global audience.

Far-right groups develop techniques of 'attention hacking' to increase the visibility of their ideas through the strategic use of social media, memes, and bots – as well as by targeting journalists, bloggers, and influencers to help spread content.

Conference calls on the national LGBT+ committee to:

1. Work with UNISON communications to develop guidance to help members and branches to become social media aware;

2. Build a counter campaign around sharing messages of hate; and
3. Be a source of positive social media on LGBT+ issues to counter negative campaigning.

### **Scotland region LGBT+ group**

## **26. 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 transgender plus (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 has 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'.

Conference therefore resolves to seek a change in UNISON policy on this matter, and instructs the national LGBT+ committee to urge branches and regions to submit an appropriate motion to 2020 national delegate conference.

**Greater London region LGBT+ group**

## **27. SUPPORTING OLDER LGBT PLUS PEOPLE**

Conference notes that a range of reports have highlighted how older lesbian, gay, bisexual and transgender plus (LGBT+) fear having to return to the closet when they require social care. Conference recalls that as homosexuality was only decriminalised in Scotland in 1981 and Northern Ireland in 1982, many older gay men have lived most of their adult lives fearing potential prosecution.

Conference notes that in response to this, UNISON Northern Ireland worked with statutory and voluntary organisations to develop 'Guidelines to support the needs of older lesbian, gay, bisexual and transgender people in nursing, residential, and day care settings and those who live at home and receive domiciliary care' and developed a training programme to support the implementation of these guidelines. This has been aimed at ensuring that staff working in these settings, many of whom will be UNISON members, are aware of the particular needs of older LGBT+ service users and implement their right to be out and to be treated with dignity and respect.



Conference believes that UNISON, as the largest trade union for social care workers across the whole of the United Kingdom (UK), and a champion for equality and rights for all LGBT+ people, should be at the forefront of ensuring that older LGBT+ receive the care and support that they have a right to. Conference therefore calls on the national LGBT+ committee to:

1. Work in conjunction with the national executive council, relevant service groups and the devolved structures to develop a set of national guidelines for supporting the needs of older lesbian, gay, bisexual and transgender people in nursing, residential, and day care settings and those who live at home and receive domiciliary care;
2. Develop a campaign to promote such guidelines and have them adopted by the various bodies responsible for the delivery of care for older LGBT+ people across the UK, including through the provision of appropriate training to support the implementation of the guidelines;
3. Draw on the work already done by UNISON Northern Ireland in taking these actions.

#### **Northern Ireland region LGBT+ group**

### **28. EQUAL PENSIONS (1)**

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 a wife had he married a woman, 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;
2. On 28th 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.

and,

- 3. On 27th April 2018, the UK government issued a briefing paper, Pensions: Civil Partnerships and Same-sex Marriages, outlining its 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 there has been no subsequent progress.

Conference observes:

- A. The court has only decided John Walker's case; we'll only know, once it's tested, how wide a precedent it sets; there have been reports of pension schemes advising members with same-sex partners, at least in the first instance, as if Walker v Innospec does not apply;
- B. The decision remains to be transposed into UK Law in accordance with the EU (Withdrawal) Act; and,
- C. Public service pension schemes continue to treat widowers of female spouses less favourably than other surviving partners and the proposals in the government's briefing paper do not address this question.

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 plus widowers) into line with those for widows of male spouses in all respects. It considers that UNISON should continue to campaign to do so by means of primary domestic legislation.

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

- I. Work with the national executive council, the national retired members committee, the national Labour Link committee and others as appropriate to continue to campaign to achieve equality; and
- II. Encourage the Trades Union Congress (TUC) LGBT+ Committee to give the matter regular attention and to raise it, if need be, with the Scottish TUC, the Irish Congress of Trade Unions and others as appropriate.

**West Midlands region LGBT+ group**

## 29. EQUAL PENSIONS (2)

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 a wife had he married a woman, 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;
2. On 28th 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.

and,

3. On 27th April 2018, the UK government issued a briefing paper, Pensions: Civil Partnerships and Same-sex Marriages, outlining its 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 there has been no subsequent progress.

Conference observes:

- A. The court has only decided John Walker's case; we'll only know, once it's tested, how wide a precedent it sets; there have been reports of pension schemes advising members with same-sex partners, at least in the first instance, as if Walker v Innospec does not apply;
- B. The decision remains to be transposed into UK Law in accordance with the EU (Withdrawal) Act; and
- C. Public service pension schemes continue to treat widowers of female spouses less favourably than widowers of male spouses, an instance of less

favourable treatment on the ground of sexual orientation, and the proposals in the government's briefing paper do not address this question.

Conference affirms UNISON's aim to bring surviving same-sex spouses and civil partners' pensions and those for widowers of female spouses into line with those for widows of male spouses in all respects. It considers that UNISON should continue to campaign to do so by means of primary domestic legislation.

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

- I. Work with the national executive council, the national retired members committee, the national Labour Link committee and others as appropriate to continue to campaign to achieve equality; and,
- II. Encourage the Trades Union Congress (TUC) LGBT+ committee to give the matter regular attention and to raise it, if need be, with the Scottish TUC, the Irish Congress of Trade Unions and others as appropriate.

#### **West Midlands region LGBT+ group**

### **30. PROMOTING INCLUSION AND DIVERSITY IN SPORTS**

Conference notes that lesbian, gay, bisexual and transgender plus (LGBT+) people continue to face discrimination and exclusion in areas of sport and face barriers in terms of accessing sport, both as a fan and as a participant.

People continue to be exposed to homophobic, biphobic and transphobic language, and although this might not always be directed at individuals this impacts on an individual's sense of well-being and self esteem, and makes them less likely to return to attend sporting events.

Many clubs do not have appropriate codes of conduct which highlight unacceptable behaviour and language in areas such as race but also make clear that homophobic, biphobic and transphobic language is unacceptable within sports stadiums.

Conference also notes as a community organisation and trade union UNISON has a unique position of influence over other community groups such as local sports clubs, especially those where employees are members of UNISON.

Conference calls on UNISON national LGBT+ committee to:

1. Work with local branches to link in with local sports clubs to make them aware of the discrimination LGBT+ people may experience when they visit sports stadiums and participate in sport;

2. Encourage clubs to promote specific dates in LGBT+ calendar for example clubs taking part in their local pride and promote national campaigns such as Stonewall's Rainbow Laces campaign, to promote inclusion;
3. Encourage sports clubs to adopt a diversity and inclusion charter and provide appropriate training to support them to become more inclusive.

### **Scotland region LGBT+ group**

## **INTERNATIONAL**

### **31. ETHICAL PROCUREMENT**

Conference recognises that modern slavery is usually hidden and that there are high risks of slavery linked to the global supply chains of the goods and services we procure.

Conference applauds UNISON's commitment to ensuring there is no slavery or human trafficking within any part of its business or its supply chains.

This is an increasingly important issue for lesbian, gay, bisexual, and transgender plus (LGBT+) members as we see many more companies producing Pride branded merchandise. Conference also notes that in summer Primark, the international retailer, partnered with ILGA World, the International Lesbian, Gay, Bisexual, Trans and Intersex Association, in launching Primark's 'Feeling Proud' collection with Primark pledging to donate £150,000 to ILGA World in support of their work for lesbian, gay, bisexual, trans and intersex (LGBTI) rights. This will help ILGA World conduct research and campaign for the repeal of discriminatory legislation, develop ways for LGBTI communities to collectively advance equality worldwide and continue to provide support for their 1500+ member organisations in over 150 countries.

Conference believes that an important guide and influencer in this area of work is the Ethical Trading Initiative's (ETI) Due Diligence Framework and notes that UNISON has a Supplier Code of Conduct which includes the ETI Base Code and requires compliance with the Modern Slavery Act.

The ETI Base Code requires the following:

1. Employment is freely chosen;
2. Freedom of association and the right to collective bargaining are respected;
3. Working conditions are safe and hygienic;
4. Child labour shall not be used;

5. Living wages are paid;
6. Working hours are not excessive;
7. No discrimination is practiced;
8. Regular employment is provided;
9. No harsh or inhumane treatment is allowed.

Conference is proud of UNISON's international work supporting workers in the global south to access their rights, campaigning in support of public services and corporate accountability, and working with international partners to challenge labour, LGBT+ and human rights' violations.

Conference notes that UNISON has developed a four year programme on ethical procurement to tackle exploitation and modern slavery in public service goods global supply chains. This aims to develop a social partnership ethical public procurement model, and includes curriculum based learning and a programme to train branch activists to take up these issues with public service employers. Four high risk supply chains will be focused on: food, workwear, electronics and construction. The local government service group will be the year one pilot, but all service groups will eventually be covered.

Conference therefore calls on the national LGBT+ committee to:

- A. Continue to raise awareness of ethical procurement amongst LGBT+ members using UNISON guidance and research;
- B. Work with the international section to raise awareness of the ethical procurement programme, encourage LGBT+ members to participate and promote the curriculum-based learning;
- C. Encourage branch and regional groups and caucuses to discuss ethical trading with LGBT+ organisations they work with, including Pride committees.

**National LGBT+ committee**

## **32. WORKING TO PROTECT THE HUMAN RIGHTS OF LGBT+ PEOPLE AROUND THE WORLD**

Conference, ILGA (the international Lesbian, Gay, Bisexual, Trans and Intersex Association) has just published their 2019 'Sexual Orientation Laws in the World' map. It makes alarming reading. There are still 6 countries in the world with the death penalty for being gay, 26 where you can get 10 years in prison and 31 where you can get up to 8 years imprisonment.

More still needs to be done to make sure that these draconian laws are repealed in these countries and that the rights of lesbian, gay, bisexual and transgender plus (LGBT+) people are protected and promoted all over the world.

Conference welcomes the Foreign and Commonwealth Office announcement that in June 2019 the United Kingdom has taken over as chair of the Equal Rights Coalition (ERC) jointly with Argentina until 2021. The aim of the ERC is to protect the human rights of LGBT people around the world. It is the first intergovernmental network formed to promote and protect the human rights of LGBT people around the world. There are currently 42 member states.

The ERC's membership works with civil society to share their national policies and practices on this agenda. The ERC co-chairs will host an international conference in London in 2020 that seeks to address the key issues facing global LGBT equality.

Conference, the issue of tackling international homophobia must be an important priority for the national LGBT+ committee and this conference urges it to adopt this issue as a major campaign focus, working with partners such as Amnesty International and ILGA. This campaign, where possible, should also involve branches and regions.

In addition, we urge the national LGBT+ committee to:

1. Work with international Trades Union Congress (TUC) committees to campaign for the rights of LGBT+ people in countries of concern;
2. Work with affiliates to support LGBT+ activists in these countries, being guided by what the activists themselves determine they need;
3. Work with the TUC to continue to put pressure on the government and the opposition, to raise concerns directly with leaders from these countries to end these human rights abuses of LGBT+ people worldwide, in particular at the conference that will be taking place in London in 2020.

**Eastern region LGBT+ group**

### **33. FORCED STERILISATION IN EXCHANGE FOR GENDER RECOGNITION**

Conference notes its outrage that the rights of the trans community remain under sustained attack around the world. It is still the case that in many countries there are laws in place which force transgender people to be sterilised before changing their gender.

In January 2019 the Supreme Court of Japan upheld 'Law 111' which "forces transgender people to be sterilised before they can legally change their gender."

Conference is shocked that at least 21 other countries have a policy of forcing sterilisation before allowing their citizens to present in their true identity. Staggeringly, 14 of these countries are in Europe, including Finland and Luxembourg. Indeed, it is only in the last five years that France, the Netherlands, and Belgium abolished their own requirements for sterilisation.

In 2016 in a letter to the United Nations Human Rights Watch stated that Japan's law "forces all transgender people who want to secure legal recognition of their appropriate gender – including those who would not otherwise choose to take these steps – to undergo physically transformative surgical interventions, undergo sterilisation, and contemplate the breakup of existing marriages". Conference affirms that this is true of any country where sterilisation is a requirement of recognition.

Conference acknowledges that this continuing situation has a dire impact on the health and wellbeing of trans people globally. We also cannot legitimately criticise the Japanese government if ignoring the practice in our own back yard.

Lesbian, gay, bisexual and transgender plus (LGBT+) rights are a global issue. UNISON has stood with international organisations to fight discrimination before, and it is vital that we continue this fine tradition. In many other respects Japan could be counted as a progressive Asian country for LGBT+ people; we must work with them to ensure that progression continues.

Conference calls on the national LGBT+ committee to:

1. Work with ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) to identify viable actions to tackle forced sterilisation of trans individuals across Europe;
2. Work together with and support Japanese trade unions and Japanese LGBT+ charities to tackle this issue;
3. Work with UNISON's international unit to promote awareness of this issue.

**South East region LGBT+ group**

## **ITEMS NOT ADMITTED TO THE AGENDA**

### **AMENDMENT TO STANDING ORDERS**

Throughout the standing orders delete Lesbian, Gay, Bisexual and Transgender and replace with Lesbian, Gay, Bisexual and Transgender Plus.

And delete LGBT and replace with LGBT+

**National LGBT+ committee**



This amendment to standing orders has been ruled out of order as it can be dealt with in other ways.

## **DEFENDING THE RIGHTS OF TRANS PEOPLE**

Conference believes UNISON has been at the forefront in promoting and fighting for trans people's rights both at work and in society, however there is more to be done. According to Stonewall, two in five trans people have had a hate crime committed against them in the last year, and two in five trans young people have attempted suicide. One in eight trans people have been physically attacked by colleagues or customers at work.

Many young lesbian, gay, bisexual and transgender plus (LGBT+) workers do not know enough about the work done by UNISON and other unions in fighting for the rights of trans and non-binary workers, and may not be aware of the support they can seek from their union when they experience prejudice or discrimination.

Conference believes that highlighting UNISON's work in promoting and defending the rights of trans and non-binary workers can be key to involving younger workers in the union.

Conference calls on the national LGBT+ committee to:

1. Promote the 'Transgender workers rights' information sheet widely in order to ensure activists, members and branches are fully aware of the rights of transgender and non-binary people at work;
2. Survey members in order to understand the experience of anti-trans hate crime and discrimination among UNISON's members;
3. Work with the national young members' forum to produce information for young trans and non-binary members highlighting UNISON's work fighting for LGBT+ rights including trans rights and the ways in which young trans members can get involved in UNISON as activists;
4. Draw up a best practice guide for branches to use in negotiating equality and diversity policies with employers which address and tackle anti-trans hate crime and discrimination in the workplace;
5. Work with the union's learning and organising services (LAOS) to ensure that UNISON has an updated programme of education surrounding trans issues so that activists and members of UNISON can be allies to their trans colleagues and fully aware of trans rights;

6. Develop materials to empower trans workers and allies to challenge and address inappropriate language in the workplace and elsewhere.

### **National young members' forum**

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

## **GENDER NEUTRAL FACILITIES**

Over recent years this conference has called upon the national lesbian, gay, bisexual and transgender committee to work on many issues related to inclusivity for our trans members. We have seen so much positive work and we thank the committee for all it has done.

UNISON is an exemplar of trans inclusion, however we still have some way to go.

One of the main issues that still faces many trans people in public/workplace areas, is feeling safe when accessing facilities such as changing rooms, bathrooms and toilets.

At Northumberland Tyne and Wear (NTW) health branch, we have experienced some obstacles to gender neutral facilities within our workplace. However, we are able to provide gender neutral toilets at 3 of our 4 main offices, and we continue to work with our Trust to improve trans inclusion.

There has been many discussions about 'safe spaces' and gender neutral facilities, not only in UNISON, but in workplaces, the labour movement and the general public too.

There remains resistance to the idea of gender neutral facilities despite a lack of evidence to support any fears that are raised.

This conference also notes that many UNISON buildings still have gendered facilities.

As a progressive organisation, with equality and inclusion being a core value, NTW health branch calls upon UNISON to set a standard for trans inclusion with regards to the facilities our members need to access.

This conference therefore calls upon national lesbian, gay, bisexual and transgender plus (LGBT+) committee to:

1. Consider prioritising a motion to national delegate conference 2020 to request that all UNISON owned buildings adopt gender neutral facilities;

2. Promote awareness to regions and branches of the need to campaign for gender neutral facilities within the workplaces that we have UNISON members;
3. Continue its work on trans inclusivity by challenging anti-trans rhetoric with regards to safe spaces and gender neutral facilities.

### **Northumberland Tyne and Wear health branch LGBT+ group**

This motion was ruled out of order as it was in breach of Rule D 2.12.

### **INCLUDING MORE RETIRED MEMBERS MORE EFFECTIVELY AT SELF-ORGANISED GROUP CONFERENCES**

Conference notes that:

1. In 2014, UNISON amended its rules to allow the retired members' organisation to send two representatives of relevant retired members to each self-organised group (SOG) conference;
2. For the first five years, the retired members' national committee (NRMC) picked these representatives but from this year self-nominations will be considered and voted on at the relevant caucus meetings at retired members' conference;
3. Relevant retired members, as such, may not submit motions or amendments directly to SOG conferences so their representatives may not, generally, move a motion nor reply to a debate, significantly restricting their effectiveness;
4. In 2016, retired members' conference resolved to instruct the national retired members' committee (NRMC) to:  
  
"seek the views of (relevant) retired members and, subject to gaining their support, liaise with the national executive council (NEC) and the SOG national committees about submitting a ... rule change to national delegate conference to allow ... (relevant) ... retired members to ... submit motions and amendments to ... SOG conferences";
5. In the autumn of 2017, NRMC surveyed the views of relevant retired members and, in reply to a question on its 2018 annual report, made known the survey's results including that a majority of members taking part regarded the issue as crucial; and,
6. A motion submitted to retired members' conference 2019 expressed pleasure at the survey's outcome but disappointment at NRMC's rate of progress; it

sought to repeat and confirm the remaining instructions in the 2016 resolution and set a deadline.

Conference is glad that it has now been established that retired members taking part in debate here will have been elected to do so by and from among lesbian, gay, bisexual and transgender plus (LGBT+) retired members.

Conference believes it should never have been otherwise and it instructs LGBT+ members' national committee to try to defend this principle in future.

Now this is resolved, conference:

- A. Wishes to see retired LGBT+ members submit their own items of business to this conference and their representatives move them, in line with the aims of the 2016 retired members' conference resolution; and,
- B. Wonders whether two representatives are enough to bring forward the views of one-eighth of UNISON's LGBT+ members or to represent their diversity.

Conference therefore further instructs the national LGBT+ committee to approach the NEC, NRMC and the other SOG national committees to seek their support for and their agreement how best to achieve:

- I. Relevant retired members, as such, gaining the right to submit items of business directly to respective SOG conferences;
- II. A rule amendment (subject to gaining the support of relevant retired members) to allow the retired members organisation to send more than two representatives of relevant retired members to each SOG conference; and,
- III. Further consultation, as need be, with relevant retired members on matters of detail and implementation.

#### **West Midlands region LGBT+ group**

This motion was ruled out of order as it would require a rule change.

### **CONFERENCE MOTIONS – YEARLY UPDATES**

Motions are passed at our conference each year and they provide the national lesbian, gay bisexual and transgender plus (LGBT+) committee with tasks and actions to carry out on behalf of the members of the self-organised group (SOG).

There appears to be no definitive report to show what action is taken in response to individual motions or what progress has been made to achieve the tasks from the motions passed.

Conference believes a clear report providing this update will inform members of the SOG of progress and help those new to conference and the group to better understand the great work done by the LGBT+ national committee. This report will also inform the authors of the motions to what has been done to achieve the actions on the motions they put to conference.

Conference instructs the LGBT+ committee to produce a report entitled 'Previous Years' Motions'. This will list in full all motions passed at the previous year's conference and will outline what has been done to achieve the tasks and objectives requested by conference for each individual motion. This report will commence at the LGBT+ conference 2020.

#### **East Midlands region LGBT+ group**

This motion was ruled out of order as it can be dealt with in other ways.

### **TOWARDS A MORE INCLUSIVE UNION: RECORDING GENDER IDENTITY AND SEXUAL ORIENTATION**

Conference notes the motion carried from 2018 national lesbian, gay, bisexual and transgender (LGBT) conference urging 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. Conference called on the national executive council to further non-binary inclusion, addressing the exclusion of non-binary members from standing for election to seats in UNISON structures and gendered references in UNISON rulebook.

Conference calls on the national lesbian, gay, bisexual and transgender plus (LGBT+) committee to work with the appropriate departments within UNISON headquarters to amend the monitoring information recorded on the UNISON database, web access recruitment, membership and subscriptions (WARMS). In the future, monitoring information will include gender and sexual orientation, supported by a change in the systems for recording gender identity and adding facility to record sexual orientation, similar to the current facility for recording disabled members, Black members and young members. In reference to Stonewall's guide 'Do Ask, Do Tell' (2016), this would change the gender markers from male, female, other and prefer not to say to male, female, prefer to self-describe and include sexual orientation identities of hetero/straight, bi, gay man, gay woman/lesbian, prefer not to say and prefer to self-describe.

This will allow branches to engage more fully with LGBT+ members; enable branches and regions to proactively support the 2018 conference decision to give high priority to recruitment of LGBT+ workers and development to take on roles at all levels in the union; gain an in-depth understanding and action plan of the reasons for

non-declaration of gender and sexual identity in the workplace; and at all levels of the union allow us to understand and respond to regional and national priorities for LGBT+ members more effectively.

Conference requests that the national LGBT+ committee:

1. Amend the gender identity markers;
2. Create sexual orientation markers on all national and regional forms;
3. Incorporate changes/additions as outlined above into the data held by recruitment, membership and subscriptions (RMS)/WARMS;
4. Communicate with regions and request they disseminate to their branches to update all locally held forms.

We seek support from conference to instruct national LGBT+ committee and an update be taken back to 2020 national delegate conference.

**Dorset branch LGBT+ group**

This motion was ruled out of order as the action called for was beyond the remit of conference.

## **UNISON RULE BOOK BENEFITS - EX-MEMBERS OF NUPE IN SAME-SEX RELATIONSHIPS – DEATH OF SPOUSE BENEFIT**

Conference notes that:

1. Rule L4 provides that:  
“Members ... on Vesting Day (1st July 1993) ... retain entitlement to any financial benefits of their former union ... providing they continue to remain in membership of UNISON”; and,
2. The Guide to UNISON Rule Book Benefits appears no longer to be available but an edition based upon the 2010 rule book confirms that:  
“Death of spouse benefit is ... payable to ex- NUPE (National Union of Public Employees) members ... at half the rate quoted in the UNISON rule book (for Death Benefit)”.

Conference wonders whether some ex-NUPE members with same-sex partners may not have claimed death of spouse benefit because they have taken the term ‘spouse’, rightly or wrongly, to exclude their partner.

Conference would like death of spouse benefit to be more widely and more clearly publicised among ex-members of NUPE in same-sex relationships.

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

- A. Seek from the National Executive Council clarification on how UNISON uses the term 'spouse';
- B. Publicise death of spouse benefit, via appropriate publications and media, aiming to inform LGBT+ ex-NUPE members; and,
- C. Since many ex-NUPE members are now retired, ask the retired members' national committee to help it do so.

#### **West Midlands region LGBT+ group**

This motion was ruled out of order as it can be referred to other bodies in the union.

### **DISPELLING THE MYTHS AROUND GRA REFORM**

From the outset, leading British lesbian, gay, bisexual and transgender plus (LGBT+) rights group Stonewall has been clear: "Trans women are women."

Yet many feminists believe hard-won rights for women should remain ring-fenced for those born into that gender.

The strength of feeling on both sides soon hijacked what might have been an arcane legal discussion and pitted former allies against each other in the battle for rights.

Much of the current debate is based on inaccurate information and issues irrelevant to Gender Recognition Act (GRA) reform and this has an impact.

According to Stonewall, one in eight trans people has been physically attacked by colleagues or customers at work. All trans people should be respected for who they are.

For others, the debate over what constitutes a woman should have been conducted before any review of the GRA.

Stonewall was criticised in a letter to Britain's *Times* newspaper by a group of prominent LGBT+ campaigners for "demonising as transphobic" those who dissented from its line.

Other countries have already changed their legal process.

Ireland and Malta, for example, allow trans people to self-identify through a statutory declaration. In Norway, people are able to change their gender by applying to the local tax office.

In Britain, the process can take a protracted time and can really have an impact on people who have quite chaotic lives.

History has shown us, time and time again, that extending equality to others doesn't take away from anyone else.

UNISON has a proud history of supporting women's and trans rights; we cannot allow misinformation to muddy the waters.

Conference calls on UNISON national LGBT+ committee to:

1. Campaign to promote positive information on self identification and the GRA;
2. Continue to champion advances in transgender equality, remain at the forefront of this vital area of work and continue work to dispel myths;
3. Continue to work with appropriate bodies and partners to further transgender equality in the United Kingdom and the devolved nations
4. Work with UNISON women's committee to create positive engagement and provided updated information on the impact of the GRA;
5. Continue to promote and highlight the issues faced by non-binary people and the experiences of intersex people.

#### **NHS Glasgow Clyde and CVS branch LGBT+ group**

This motion was ruled out of order as it was received past the deadline.

#### **U45 MALE? HPV VACCINATION UPDATE**

In 2016 the Trades Union Congress lesbian, gay, bisexual and transgender (LGBT) committee and UNISON's LGBT conference supported motions around vaccinations to prevent the most common human papilloma virus (HPV) strains. This virus is linked to a number of cancers including cervical, anal, and throat cancers, and genital warts.

The national health service (NHS) rolled out a nation-wide vaccination programme aimed at girls aged 11-14, and this has now been running for several years and is already demonstrating a significant drop in the number of young women being diagnosed with HPV infections. The programme is being expanded to include boys from the autumn 2019.



However, as previously highlighted, this doesn't address the issue of men who have sex with men, not being covered in the original NHS programme, despite these men being 17 times more likely to develop anal cancer as a result of HPV than heterosexual men.

In late 2018, the NHS extended the vaccinations programme to include men who have sex with men, but only if they are under 45. Their reason was that most men older than this would have already been exposed to the virus. (But cost was also potentially an issue!)

Women who have sex with women are still not covered, especially if either partner was not included within the school vaccination programme; and neither are the men over 45. Their only access would be a private vaccination, which usually involves 3 injections, each one costing about £150 each. (£450 per person overall.) This cost is prohibitive especially for people on low wages, part-time and zero hour contracts and will disproportionately discriminate against many women who traditionally fall into this category, including lesbian, gay, bisexual and transgender plus (LGBT+) women, Black and disabled members.

Conference we recognise that we cannot necessarily campaign for the over 45s and women previously missed out by the NHS vaccinations, but we can launch a new information campaign for our younger members and men under 45 to go get themselves vaccinated NOW. It is free from their local genital urinary medicine clinics, GUM.

We ask the national LGBT+ committee to:

1. Consider promoting and launching a campaign to highlight the information relating to the free vaccinations available;
2. Liaise with the health service group to highlight the importance of this service;
3. Encourage regions to publicise details on how to write to local members of parliament asking for their support for this very important vaccination programme;
4. Consider writing to the public health minister at the Department of Health and Social Care;
5. Raise awareness that women who have sex with women, and men over the age of 45 are missing out on this important initiative.

**South West region LGBT+ group**

This motion was ruled out of order as it was not competent.

## **DEFENDING AND PROGRESSING LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS (LGBT+) INCLUSIVE EDUCATION**

Conference is concerned by the targeted protests at some schools by religious campaigners who oppose lesbian, gay, bisexual and transgender plus (LGBT+) inclusive education. In the summer term, action escalated to regular large protests outside the gates of one school which has been a focal point in the media, but challenges to schools in various areas about LGBT+ inclusive education have been growing for some time. Much of the media coverage has focussed only on the opposition from some in the Muslim community, although the same kind of arguments have also been made by some within the Christian, Jewish, and other faith communities.

Conference is further concerned regarding media reports pointing to aggressive protests against LGBT+ inclusive education planned for the new school year, with Rob Kelsall of the National Association of Head Teachers telling *The Sunday Times* (14th July) that “there is a lot of nervousness that if the Secretary of State does not get a grip on this issue this summer, we could see protest right across England in the autumn”.

These concerns come as a number of fringe groups are organising as a coalition including ‘Stop RSE’ (relationships and sex education), ‘Parent Power’, ‘The Values Foundation’ and ‘The School Gate Campaign’ to challenge policies and teaching at hundreds of schools and attempting to increase tensions by using lies and misinformation. Many involved have no children attending the schools at which protests are taking place. These activists are not just limited to religious groups but also include anti-trans activists.

Conference firmly believes that all public services, including education, must be inclusive of LGBT+ people. It welcomes the ‘No Outsiders’ programme which addresses inclusion of people in all equality strands and ‘Time for Inclusive Education’ in Scotland which are examples of best practice in inclusive education.

Conference is disappointed that a small number of Labour Party members have been less than supportive, including Roger Godsiff member of parliament (MP) who increased the level of pressure on one school by telling demonstrators he backed them, saying they are right. It is essential that Labour politicians in particular stand up for LGBT+ inclusive education in line with Labour Party policy.

Conference is committed to leading and supporting members to respond to these right-wing attacks. We are committed to building solidarity and unity against prejudice, discrimination and division in our movement. We are united in the fight against racism, Islamophobia, fascism and austerity.

Conference calls on the national LGBT+ committee to:

1. Urgently liaise on this issue with the local government service group executive and produce guidance to support members where this issue arises;
2. Encourage branches and regions to respond where there is public controversy over this issue;
3. Work with Labour Link to seek to call to account Labour Party MPs and councillors who express anti LGBT+ views;
4. Work with the Trades Union Congress LGBT+ committee to promote LGBT+ inclusive education;

and,

5. Continue to support anti-racist and anti-fascist trade union campaigns and organisations to build a united fight against LGBT+ phobia, Islamophobia and racism.

**National LGBT+ committee**

This motion was ruled out of order as it exceeded the word count in SO 3.5.

**PALESTINE**

Wording not printed on legal advice.

**Greater London region LGBT+ group**

This motion was ruled out of order as it could place the union in legal jeopardy.

**PALESTINE**

Wording not printed on legal advice.

**West Midlands region LGBT+ group**

This motion was ruled out of order as it could place the union in legal jeopardy.



**NATIONAL LESBIAN  
GAY, BISEXUAL &  
TRANSGENDER PLUS  
CONFERENCE  
STANDING ORDERS**

**(as amended by 2015 Conference and rule change at  
2019 National Delegate Conference)**

## **SO1 *Application of standing orders***

- 1.1 These standing orders shall apply to UNISON's national lesbian, gay, bisexual and transgender plus 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 plus committee and shall be accountable to conference.
- 2.2 Members of the national lesbian, gay, bisexual and transgender plus 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 plus 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 plus 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 plus 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 plus groups; by the disabled members' or Black members' caucuses, bisexual members' caucus or transgender members' caucus; by the national lesbian, gay, bisexual and transgender plus 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 plus 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 plus 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 plus 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 plus 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 plus 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 plus committee or any other member of the national lesbian, gay, bisexual and transgender plus committee as delegated and agreed by the co-chairs of the national lesbian, gay, bisexual and transgender plus 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 plus 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 plus 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 plus 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 plus committee. The emergency motion shall state at which meeting of the national lesbian, gay, bisexual and transgender plus 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 plus committee***

16.1 After the opening of the conference's first plenary session the national lesbian, gay, bisexual and transgender plus committee shall present its report for the past year.

16.2 If the national lesbian, gay, bisexual and transgender plus 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 plus committee's policy***

The final agenda shall include an indication of the national lesbian, gay, bisexual and transgender plus committee's recommendation on motions on the preliminary agenda, and immediately before each motion is called, the national lesbian, gay, bisexual and transgender plus 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 plus 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 plus 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.