

**2019 National LGBT+ Conference**

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**Motions**

**1. Promoting and Expanding LGBT+ Education in Schools**

**Carried**

Conference, new statutory Government guidance was issued in 2019 for 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 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.

**2. LGBT+ Hate Crime**

**Carried**

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.

Stonewalls 2017 National LGBT Survey presented key findings such as:

1. “One in five LGBT people (21 per cent) 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 per cent) 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 per cent), 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 per cent from 9 per cent in 2013 to 16 per cent in 2017.”
4. “Four in five LGBT people (81 per cent) 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:

1. Work on campaign material aimed at combatting LGBT+ hate crime within the workplace;
2. Liaise with UNISON LGBT+ members in the Police and Justice Service Group to promote training on LGBT+ issues within their branches;
3. 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;
4. Encourage regions to work collaboratively with their local Police and Crime Commissioner (PCC).

**3. LGBT+ Ally Training**

**Carried**

Conference, it is no secret that 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.

**4. Sexual Harassment of the LGBT+ Workforce**

**Carried**

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 Delegates Conference, which details the sexual harassment of staff within the NHS.

Conference instructs the national Lesbian, Gay, Bisexual, 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’.

**5. Mental Health and Suicide Awareness to Support Young LGBT+ members**

**Carried as Amended: 5.1**

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 lesbian, gay, bisexual, transgender plus (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.

Conference also notes the important work being done through the provision of suicide awareness training and the use of Mental Health First Aid and Champion training within workplaces more widely that can help to create a safe environment for staff to reach out and be signposted to support as well as raise awareness among staff of the signs that someone may be in crisis.

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 NEC to

1. Encourage branches, regions and regional LGBT+ self-organised groups to 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;
2. Continue to develop training and support on mental health awareness for UNISON reps and to encourage employers to establish mental health champion and mental health first aider programmes within workplaces, where there is structured support for those undertaking these roles;
3. 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.

**6. Engaging branches in Lesbian, Gay, Bisexual and Transgender plus recruitment and organising**

**Carried**

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.

**7. Ensuring LGBT+ Representation in Apprenticeships**

**Carried as Amended by composite amendment 7**

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, disabled people, women, and Black people, to consider apprenticeships. Potential members of the network have to demonstrate their commitment to make measurable improvements to diversity.”

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.

Conference notes the disability employment gap is nearly 30%. There is limited research on the experiences of disabled LGBT+ workers but being disabled and LGBT+ can mean you experience multiple discrimination and difficulties accessing and maintaining employment due to workplace barriers.

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

1. Channel 4 actively monitor diversity and support LGBT+ people, and 14% of their apprentices identify as LGBT+;
2. 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;
3. 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, 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 applauds the work of Alliance for Inclusive Education (ALLFIE) which has campaigned for a fully national inclusive apprenticeship scheme including inclusive assessment methods for numeracy and literacy skills in the workplace and inclusive occupational work standards.

Conference notes that the number of ‘higher apprenticeships’ is growing, and degree apprenticeships are starting to come on stream. These provide opportunities for LGBT+ members in the existing workforce to develop their skills and obtain qualifications.

Conference also notes that apprenticeships are for all ages and apprentices should be encouraged to join UNISON.

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. Publicise UNISON’s Apprenticeship Charter and Model Apprenticeship Policy;
3. Work with service groups to provide guidance to branches on bargaining objectives with employers, including on increasing application and recruitment to apprenticeships of these underrepresented groups , and best practice in the recruitment of apprentices into UNISON and encouraging them to become involved in our self-organised groups;
4. Share examples of best practice with regards to creating LGBT+ inclusive workplaces as well as monitoring equality and diversity within apprenticeships.

**8. Bi Young Members**

**Carried**

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 whole heartedly 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 Delegates 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.

**9. Making the Bi Network More Inclusive**

**Carried**

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, Transgender Plus (LGBT+) Committee to:

1. Make the plus (+) meaningful by:
2. Renaming the Bi Network to Bi+ Network;
3. Considering the following topics for articles to be published in Out in UNISON, the LGBT+ e-bulletin and any other places we can use:
4. A Beginners Guide to the Plus (+);
5. The Bi+ Network: Who We Are, What We Do and Who Is Welcome;
6. Advertising and promotion of all future events for the Bi+ Network;
7. Appropriate reminders to sign up to email groups and e-bulletins.
8. Send information out about the Bi+ Network to all regional LGBT+ committees and ask them to promote us to their members and on their stalls and in their communications;
9. Send details of future events for the Bi+ Network to all Branch Equality Officers, Branch LGBT+ Officers, Branch Communication Officers and Branch Secretaries;
10. Urge all branches to encourage bi+ members to join the Bi+ Network and attend the network meetings.

**10. Back to Basics – The Decline of Lesbian, Gay, Bisexual and Trans + Rights**

**Carried**

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 failed 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 + (LGBT+) actually look like at this moment and why progressing LGBT+ 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.

**11. Inclusive Language**

**Carried as Amended: 11.1**

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 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 (SOG’s), The Young Members’ Organisation, The Retired Members’ Organisation and Service Groups to raise awareness of this issue;
2. Provide clear guidance to other SOG’s, the Young Members’ Organisation, the Retired Members’ Organisation and Service Groups why this issue is so important to members of the trans community;
3. To 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.

**12. Why are we still missing?**

**Lost**

**13. Including Retired Members more effectively at Self-Organised Group Conferences**

**Carried**

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 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’;

1. 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,
2. 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 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 LGBT+ members’ national committee to approach the NEC, NRMC and the other SOG national committees to seek their support for and their agreement how best to achieve:

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

**14. Perfectly good motions ruled out of order**

**Lost**

**Composite A No Outsiders (LGBT+ Education rights)**

**Carried**

Conference notes the recent protests against the ‘No Outsiders’ method of teaching young children about equality, in particular lesbian, gay, bisexual and transgender plus (LGBT+) relationships, to encourage acceptance at an early age. 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.

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

Conference condemns the levels of intimidation and hatred being displayed at school gates and against school staff. Such hatred can only cause suffering and will have a negative impact on all, including disabled children and staff, 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 firmly believes that all public services, including education, must be inclusive of LGBT+ people. It welcomes the ‘No Outsider’ programme which addresses inclusion of people in all equality strands; ‘Time for Inclusive Education’ in Scotland; and the Barnardo’s ‘Positive Identities Service’ which are examples of best practice in inclusive education programmes.

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 historic campaigns against similar homophobic protests that were the background to the infamous clause 28 in order to develop a clear focus and strategy;

B. Work with others across the trade union movement, LGBT+ allies in faith communities and LGBT+ communities to support and promote LGBT+ inclusive education;

C. Communicate our support to the schools and teaching staff involved;

D. Write to UNISON branches to ask them if they will add their support to the schools and teaching staff involved in LGBT+ education;

E. 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;

F. Confirm support as a national self-organised group for the ‘No Outsiders’ method of teaching;

G. Work with Labour Link 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 LGBT+ inclusive education or equal human rights, from any position within schools.

**17. Gender Recognition Act reform – a lack of progress.**

**Carried**

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 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 United Kingdom and the devolved nations;
4. Update our factsheets and bargaining guides to reflect changes arising from the consultations and associated Parliamentary bills and acts.

**18. Domestic Abuse in Lesbian, Gay, Bisexual and Trans + Relationships**

**Carried as Amended: 18.1**

Conference notes that there is a postcode lottery of services that support victims and perpetrators of domestic abuse in Lesbian, Gay, Bisexual and Trans + (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.

Black LGBT+ asylum seekers experiencing domestic abuse are in a particularly vulnerable situation if they do not have the right to remain in the UK. If the abused partner is living in the UK on a spousal visa, the abuser might take advantage of their lack of status and threaten them with deportation to their country of origin, which might be unsafe due to anti-LGBT+ legislation.

There remains stigma attached to reporting incidents of domestic abuse and not enough organisations that meet the needs of Black LGBT+ asylum seekers.

African Rainbow Family is a non-profit charitable movement supporting over 250 LGBTIQ people seeking asylum in the UK and their work of global equality campaigning for ‘A World Without Prejudice’. Their Unreported! conference last year recognised that it is important not to be complacent regarding the proportion of LGBTI+ people seeking asylum and refugee status in the UK who have suffered sexual and domestic violence at the hands of their partners.

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 country wide domestic abuse services that reflect and include the diverse needs of Black LGBT+ asylum seekers;
3. Highlight this issue through all suitable communication channels;
4. Continue to promote the work of GALOP – the LGBT+ Anti-Violence Charity;
5. Promote the work of the African Rainbow Family who support LGBT+ asylum seekers as part of their #MeToo campaign;
6. Give consideration to a workshop-based conference or seminar with the African Rainbow Family to discuss solutions and ways of supporting Black LGBT+ people experiencing domestic abuse.

**19. The Vatican Educational Paper on Gender Theory – A Confused Concept!**

**Carried**

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.

**20. Equal Marriage in Northern Ireland**

**Fell**

**21. Access to Abortion**

**Carried**

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 Action 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 intuitional discrimination when obtaining health care and access areas which is 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 Committee and the Heath Service Group Executive to seek to ensure that any publications published are LGBT+ inclusive.

**22. Putting politics back in Pride and wider LGBT+ community**

**Carried as Amended: 22.1**

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 has 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 while we have seen progress 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”. Conference is appalled by the actions of some Pride organisers, such as Surrey Pride, who have removed march participants for carrying placards they deemed are “too political”, including one that said “this Pride is sponsored by arms dealers”. This silencing of LGBT+ people’s right to protest is a worrying trend, especially as it is taking place during the 50th anniversary of the Stonewall riots.

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 is being held to ransom by a money-making racket, serving primarily the well-off. Envisaged as a festival, it no longer highlights 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. Encourage branches and regions to forge stronger links with Pride organisations around the United Kingdom (UK) to strengthen and increase trade union involvement to ensure our rich and strong history is not lost forever;
4. To 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;
5. Produce materials that will support branches and regions to celebrate LGBT+ History month.

**23. Celebrating and Supporting Regional Diversity**

**Lost**

**Composite B Beware that share!**

**Carried**

Conference recognises the benefits of using social media to bring together communities and groups who have interests in common and 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. 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-LGBT+, racist and misogynistic views to promote these to a global audience. Far-right groups target journalists, bloggers and influencers to help spread content. 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 to ‘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. Work with UNISON communications to develop guidance to help members and branches to become social media aware;

3. 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;

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

5. Work with the national executive council, service group committees and other self-organised group committees to raise awareness with our members;

6. Work with learning and organising services to include in social media training events.

**26. Decriminalisation for safety**

**Carried**

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

Conference recognises that the great majority of sex workers are women. Conference also recognises that a significant number of women sex workers identify as lesbian, gay, bisexual and/or transgender 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:

1. 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;
2. Full decriminalisation is also supported by many other organisations including the World Health Organisation, the Global Alliance Against Traffick in Women, and Anti Slavery International, and by sex workers organisations;
3. 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.

**27. Supporting older LGBT plus people**

**Fell**

**28. Equal Pensions (1)**

**Withdrawn**

**29. Equal Pensions (2)**

**Withdrawn**

**30. Promoting Inclusion and Diversity in Sports**

**Carried as Amended: 30.1**

Conference notes that 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 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 notes the work done by organisations such as Stonewall with their Rainbow Laces campaign and Show Racism the Red Card’s Homophobia: Let’s Tackle It’ resources to promote inclusion and tackle hate crime in sport and schools.

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. Encourage regions and 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 regions and branches where appropriate to work with relevant organisations to encourage clubs to promote specific dates in LGBT+ calendar for example clubs taking part in their local pride and promote national campaigns such as Stonewalls Rainbow Laces campaign, to promote inclusion;
3. Encourage branches and regions where appropriate to work with sports clubs to adopt a diversity and inclusion charter and signpost to appropriate training to support them to become more inclusive.

**31. Ethical procurement**

**Carried**

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 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 Trade 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, work wear, 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.

**32. Working to protect the Human Rights of LGBT+ people around the world**

**Carried**

Conference, ILGA (the International Lesbian, Gay, Bisexual, Trans and Intersex Association) have just published their 2019 Sexual Orientation Laws across 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 LGBT+ people are protected and promoted all over the world.

Conference welcomes the Foreign and Commonwealth Office announcement that in June 2019 the UK 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.

**33. Forced sterilisation in exchange for gender recognition**

**Carried as Amended: 33.1**

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 they are able to legally change 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 obtain legal recognition of their gender . Staggeringly, 14 of these countries are in Europe, including Finland and Luxemburg. Indeed, it is only in the last 5 years that France, the Netherlands, and Belgium abolished their own requirements for sterilisation.

In 2016 in a letter to the UN 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 sterilization, and contemplate the breakup of existing marriages”. Conference affirms that this is true of any country where sterilisation is a requirement of legal recognition, and notes that in 2013 the United Nations special rapporteur on torture stated that trans people “being required to undergo often unwanted sterilisation surgeries as a prerequisite to enjoy legal recognition of their preferred gender” was a human rights violation and called on governments to prohibit the practice.

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 elsewhere.

Lesbian, Gay, Bisexual and Transgender plus rights are a global issue. 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. Support campaigns by ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) Europe and Transgender Europe to abolish compulsory sterilisation and other medical treatment as a legal requirement in the process to recognise a person’s gender identity;
2. Support initiatives by Japanese trade unions and Japanese LGBT+ organisations to tackle this issue;
3. Work with UNISON’s International Unit to promote awareness of this issue.

**34. Palestine**

**Carried**

Conference notes:

1. 2019 commemorates the 52nd anniversary of the occupation of East Jerusalem, the West Bank and Gaza;
2. In 2017 research by War on Want showed that HSBC had invested over £800 million in, and provided syndicated loans worth up to £19 billion for, companies providing weapons and equipment to the Israeli military. These investments include approximately £100 million worth of shares in the company Caterpillar, which supplies the Israeli army with bulldozers;
3. HSBC is a target for ‘Stop Arming Israel’, a campaign run by the Palestine Solidarity Campaign (PSC) and War on Want;
4. HSBC sponsors and funds Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) pride events worldwide.

Conference further notes that HSBC is the main sponsor of Birmingham Pride, an event that seeks to promote equality for all, and that Aswat, a Palestinian LBT+ women’s group, have made a call for Birmingham Pride to drop HSBC as a sponsor until it ends its complicity with Israel’s arms trade. PSC has launched a campaign, in partnership with UK LGBT+ groups, which will continue until Birmingham Pride adheres to Aswat’s call.

Conference welcomes the decision by the 2019 Trades Union Congress (TUC) LGBT+ Conference to adopt the ‘Palestine’ motion submitted by UNISON, which called on the TUC and affiliates to:

1. Support this campaign, and write to Birmingham Pride calling on them to drop HSBC as a sponsor;
2. Urge LGBT+ trade unionists to support the campaign and to endorse the call from ASWAT.

Conference instructs the National LGBT+ Committee, working with the National Executive Council and International Department as appropriate, to:

1. Seek to work with the TUC LGBT+ Committee to gain the support of LGBT+ trade unionists and other trade unions for the campaign;
2. Explore with PSC and LGBT+ groups in selected trade unions the potential for using the campaign as a focus for setting up a new LGBT+ Palestine network to maintain a consistent focus on LGBT+ solidarity with the Palestinian people and engage LGBT+ trade unionists in its work, in line with the decision of 2018 LGBT Conference;
3. Continue to encourage LGBT+ members, branch and regional groups to take up appropriate actions in support of Palestinian rights;
4. Continue campaigning to raise LGBT+ people’s awareness why not to go on holiday or make cultural or sporting visits to Israel;
5. Continue to publicise the work of PSC, and urge LGBT+ members to join and to get their branches and regions to affiliate.

**35. LGBT+ Disability activism in ILGA-Europe**

**Carried**

Conference welcomes the fact that ILGA-Europe have organised a “Gathering for D/deaf and disabled LGBTI activists in Europe and Central Asia” which takes place 21 – 24 November 2019 in Brussels and that UNISON will be part of that gathering.

The gathering provides the opportunity for D/deaf, disabled lesbian, gay, bisexual, transgender and intersex (LGBTI) activists and LGBTI and disability rights activists who are active at grassroots, regional, national or international levels to meet, share experiences of activism, understand the contexts of what participants are working on, including key issues and strategies used, exchange and pull together tools and practices to support and strengthen D/deaf and disabled LGBTI communities and movements, map existing gaps, needs and resources with regard to movement building and participate in a joint thinking process regarding potential avenues for movement building at a regional level.

Whilst conference applauds this step forward, it is disappointing that the gathering was limited to a small number of participants. However, it is noted that there is the potential for a future network of D/deaf and disabled LGBTI activists to be set up.

Conference is aware that ILGA-Europe works with the European Disability Forum (EDF). The EDF is “an umbrella organisation of persons with disabilities that defends the interests of over 80 million Europeans with disabilities”. The EDF is not a disabled people’s organisation but is run by “persons with disabilities and their families” in particular the Executive Board.

Conference believes that UNISON models best practice when it comes to LGBT+ disability campaigning, bargaining and negotiating, organising and activism within the workplace and society within LGBT+ self organisation and disability self organisation.

Conference notes that there is not a widespread understanding of the social model of disability and related language and believes that awareness should be raised of the importance of embedding the social model of disability.

Conference therefore calls on the national LGBT+ committee and where relevant working with the national disabled members’ committee to:

1. Continue discussions with ILGA-Europe with a view to supporting their continued work in respect of setting up a network for D/deaf and Disabled LGBTI activists;
2. Promote any such network amongst UNISON disabled LGBT+ members;
3. Consider proposing to hold a workshop on the social model of disability in a trade union context at the next ILGA-Europe conference should there be a delegation;
4. Raise awareness of the social model of disability and language at any opportunity.

**36. Celebrating our LGBT+ Disabled members self-organisation and diversity**

**Carried**

Conference believes that self- organised groups (SOGs) are the equality life blood of UNISON.

The core to trade union organising is bringing people together who share a common experience at work. That is why we organise members who share a common workplace experience of oppression and discrimination due to gender or race or because they are disabled or lesbian, gay, bisexual and transgender plus (LGBT+). It is the reason we have self-organisation for Black, women, LGBT+ and disabled members.

Conference affirms that disabled members’ issues and LGBT+ members issues are trade union issues. We welcome UNISON’s continued commitment to equality, self organisation and to tackling discrimination, enshrined in the union’s rules.

Conference is proud of the national LGBT+ SOG’s legacy of commitment to increasing participation from disabled LGBT+ members who have traditionally been and continue to be under represented in society and LGBT+ organisations.

Conference celebrates our diversity and recognises that many of our LGBT+ members experience multiple discrimination.

Conference welcomes the growth of self organisation to encompass all our LGBT+ members and the opportunity for Black, disabled, transgender and bisexual LGBT+ members to organise. LGBT+ members’ self- organisation is fundamental to the union’s recruitment, bargaining and organising agenda at all levels of the union.

Conference is aware that racism, homophobia, biphobia, transphobia, anti-LGBT+ sentiments, sexism and discrimination exists within society and that our Black, LGBT+, women and disabled members experience prejudice, stereotyping, discrimination, under-representation on the grounds of race, sexual orientation, gender identity, gender, disability, and cultural and linguistic differences.

Conference re-affirms its commitment to this core value of our union and to the further development and growth of the caucuses within the LGBT+ members’ SOG as this is how under-represented voices of those experiencing discrimination can be heard and privilege can be addressed.

Conference endorses the principle that we all have a responsibility for challenging all forms of discrimination including racism, disablism, sexism, homophobia, biphobia and transphobia.

Conference therefore calls on the national LGBT+ committee working with other structures of the union as relevant to:

1. Endeavour to ensure that work in respect of our caucuses highlights the need to address intersectionality and multiple discrimination including racism, disablism, sexism, homophobia, biphobia and transphobia;
2. Actively promote our caucuses and the national network days and encourage caucus development at regional level to increase participation of under-represented disabled members in regional disabled members’ self- organisation;
3. Promote the involvement of disabled Black, LGBT+, bisexual and transgender members in the LGBT+ members’ SOG;
4. Continue to ensure, whenever publicity is produced by our self organised group, that it reflects the full diversity of our membership.

**37. Brexit**

**Carried as Amended: 37.1**

Conference is aware that UNISON and the National Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Committee and Self Organised Group have consistently expressed concerns about the Government’s policies on Brexit.

For disabled LGBT+ members, the prospect of a no deal exit from the European Union (EU), and the impacts as outlined in the “Yellowhammer” report, leaves us with a stark future:

1. Continuing and significant disruption to the supply of medicine, lasting up to six months;
2. Disruption of hormone therapy for transgender people;
3. Many medicines, including life-saving agents for cancer diagnosis and therapy, cannot be stockpiled and for those that can, stockpiles could run out;
4. The impact on the economy would reduce money available for the National Health Service (NHS) and social care;
5. Tens of thousands of NHS staff and care workers from the EU would be left in limbo, intensifying the staffing crisis;
6. Pensioners, students and travellers from the United Kingdom (UK) to the EU will have to access healthcare in a different way;
7. There will be a disproportionate and negative impact for those on a lower income;
8. Rising food and fuel prices;
9. An increase in inflation may have a significant impact on social care providers, resulting in provider failure.

Conference notes that many LGBT+ disabled members will be disproportionately impacted as disabled people are more likely to be in receipt of lower incomes, more likely to be users of health and social care services and may require medication for longer term health conditions. Conference is further concerned that there will be a potential detrimental impact for our Trans members accessing health and social care services in the UK and EU.

Conference believes that under the Tories watch, our precious public services have been decimated. The ramifications from Brexit are likely to impact this further and possibly take some public sector services past breaking point. We note that many of our members as LGBT+ disabled members, service users and workers in health and social care will be severely impacted.

Conference again notes the damning report from the United Nations in August 2017 condemning the UK Tory Government’s failure to uphold disability rights. The report raised over 60 areas of concern; from education to employment, from housing to health and from transport to social security. The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is still not currently part of UK law and equality protections for disabled LGBT+ people post-Brexit are likely to be weaker as a result.

Conference therefore calls on the National LGBT+ Committee to:

1. Continue to work with Labour Link to highlight these concerns to MP’s;
2. Consult LGBT+ members, including disabled LGBT+ members to gain a picture of what is happening on the ground;
3. Encourage branches and regions to continue to support our members from the EU working in the NHS, social care and public sector organisations;
4. Continue to champion public services and our members working in them;
5. Support calls to incorporate the UNCRPD into UK law.

**38. UNISON Rule Book Benefits - Ex-Members of NUPE in Same-Sex Relationships – Death of Spouse Benefit**

**Carried**

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,

1. 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 lesbian, gay, bisexual and transgender plus (LGBT+) members’ national committee to:

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

**39. Including More Retired Members more effectively at Self-Organised Group Conferences**

**Remitted**

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 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’;

1. 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,
2. 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:

1. 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,
2. 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 LGBT+ members’ national committee to approach the NEC, NRMC and the other SOG national committees to seek their support for and their agreement how best to achieve:

1. Relevant retired members, as such, gaining the right to submit items of business directly to respective SOG conferences;
2. 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,
3. iii. Further consultation, as need be, with relevant retired members on matters of detail and implementation.

**Emergency Motions**

**EM1. No Hate at Pride**

**Carried**

Conference is appalled by the trans exclusionary radical feminist protestors from Lancaster Resisters who decided to march at the front of the Manchester Pride parade in August this year. Reports suggest that they covered about half of the parade route before exiting the parade after engagement by Police and Pride Officials.

Following the event, a number of media outlets published articles about the incursion, including pictures of the protestors and their banners, giving further publicity to the protest. Manchester Pride released a press statement about the event three days later.

The attendance at other Prides including Pride in London last year and Lancaster Pride this year is an indication that the hateful actions of such groups will continue to be propagated at Pride and other Lesbian, Gay, Bisexual and Transgender plus (LGBT+) events across the country.

Whilst we are pleased that a number of people booed them whilst they made their way around the Manchester Pride parade route, many more will not have known or understood who they were or what they stood for.

Conference therefore calls on the National LGBT+ Committee to:

1. Continue to educate about and campaign against the actions of these trans exclusionary radical feminist groups, including through social media and media articles;
2. Produce a model statement about what these groups stand for and why they are not welcome at LGBT+ events;
3. Encourage branches and regions to engage with local Pride events with a view to getting them to adopt the statement and develop a strategy about how they respond if those groups attend Pride.

**Motions to other conferences**

**NDC1. Equal Pensions**

**Carried**

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 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:
3. The widow of a male spouse will receive benefits based on service since 1972;
4. The widow of a female spouse will receive benefits based on service since 1972;
5. The widower of a male spouse will receive benefits based on service since 1972;
6. The widower of a female spouse will receive benefits based on service since 1988;

and,

1. On 27th April 2018, the 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:

1. 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;
2. ii. The decision remains to be transposed into UK Law in accordance with the EU (Withdrawal) Act; and
3. iii. 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 that it aims 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 and that UNISON should continue to campaign to do so by means of primary domestic legislation.

Conference instructs the National Executive Council:

1. To work with the Retired Members’ National Committee, the Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) Members’ National Committee, the National Labour Link Committee and others as appropriate to continue to campaign to achieve equality; and
2. To encourage the Trades Union Congress (TUC) to give the matter regular attention and to raise it, if need be, with the Scottish TUC, the Irish Congress of Trade Unions and with others as appropriate.

**NDC2. Decriminalisation for safety**

**Carried as Amended**

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 sexual services while introducing a ‘sex buyers law’ criminalising those who purchase those services.

Conference recognises that the great majority of sex workers are women. Conference also recognises that a significant number of women sex workers identify as lesbian, gay, bisexual and/or transgender 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 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:

1. 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;
2. Full decriminalisation is also supported by many other organisations including the World Health Organisation (WHO), the Royal College of Nursing, the Global Alliance Against Traffic in Women, Human Rights Watch, ILGA Europe, ILGA World, and Anti Slavery International. It is also supported by GMB, ASLEF (Associated Society of Locomotive Engineers and Firemen), UCU (University and College Union), and RMT (National Union of Rail, Maritime and Transport Workers), and by sex workers organisations;
3. The rejection by 2018 UNISON women’s conference of the 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 sexual services while introducing a ‘sex buyers law’;
4. The recommendations in the 2016 House of Commons Home Affairs Select Committee interim report on its Inquiry into Prostitution that the criminalisation of sex workers in England and Wales should end, and that the government should immediately change existing legislation so that soliciting is no longer an offence and amend the laws on ‘brothel keeping’ so as to allow sex workers to share premises rather than having to risk working alone;
5. Poverty, benefit cuts and sanctions have led to an increase in the number of women working in the sex industry, and the destitution caused by long waits for Universal Credit payments has been a major factor in forcing some women to turn to ‘survival’ sex work to pay their rent and put food on the table.

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 WHO, as the best legal approach to protect the safety, rights, and health, of people who sell sex.

There is no legal model anywhere in the world that has been shown to increase, or decrease, the number of people who sell sex. All that laws can change is whether people do sex work in dangerous conditions or in safer conditions.”

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 instructs the National Executive Council to begin a dialogue with the National LGBT+ Committee, National Women’s Committee and other appropriate bodies within the union with a view to reviewing and advancing UNISON policy in this area.

**NDC3. Defending and progressing Lesbian, Gay, Bisexual and Transgender plus (LGBT+) inclusive education**

**Carried**

Conference welcomes the introduction of Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) inclusive relationship education in primary schools and relationship and sex education (RSE) in secondary schools, which forms part of the Department for Education’s statutory guidance. Conference notes these guidelines cover disabled pupils in mainstream schools, Additionally Resourced Provision (ARPs) and extend to special schools.

Conference is concerned by the targeted protests at some schools by religious and right-wing campaigners who oppose LGBT+ inclusive education. In the summer term, action escalated to regular large protests outside the gates of one school which was 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 focussed only on opposition from some people in the Muslim community, although the same opposition has also been voiced by some people in Christian, Jewish, and other faith communities as well as by people not belonging to a faith community.

Further concerns arise as a number of fringe groups are organising as a coalition. These include ‘Stop RSE’, ‘Parent Power’, ‘The Values Foundation?’ and ‘The School Gate Campaign’ who challenge policies and teaching at hundreds of schools and attempt to increase tensions by using misinformation. Some of these groups 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, ‘Time for Inclusive Education’ in Scotland and Barnardo’s Positive Identities Service, 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 therefore welcomes the introduction of LGBT+ Labour’s LGBT Inclusive Education Toolkit for Councillors.

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

Conference calls on the National Executive Council working with the National LGBT+ Committee to:

1. Raise awareness of the importance of LGBT+ inclusive RSE;
2. Encourage branches and regions to respond in line with UNISON policy where there is public opposition over LGBT+ inclusive education, including providing support and guidance for members directly impacted by demonstrations;
3. Work with appropriate organisations including the Trades Union Congress to campaign for and promote LGBT+ inclusive education;
4. Continue supporting appropriate anti-racist and anti-fascist trade union campaigns and organisations to build a united fight against LGBT+ phobia, Islamophobia and racism.