

# LGBT+: Equally strong, united and fabulous.

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UNISON national lesbian, gay, bisexual and transgender plus committee

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Annual Report 2021 appendices

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#ULGBT21

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**UNISON  
2019 NATIONAL LGBT MEMBERS CONFERENCE  
ACTION ON RESOLUTIONS**

This is a summary of action taken by the national LGBT committee on the resolutions of the 2019 conference. Many of the resolutions also call for action at regional and branch level, which is not covered here. Given the style of this appendix, it does include some abbreviations. These are spelt out at the end.

COVID 19 impacted national committee members in many ways, with many of our members working on the front line. Given this, much of the work of the national committee was halted during long periods of 2020, with much of the work being carried over to 2021. Further lockdowns in early 2021 also impacted on the amount of work that could be completed.

**1. Promoting and expanding LGBT+ education in schools**

Notes that from September 2020 schools will be required, as part of their equality and diversity education to teach age specific relationship / relationship and sex education to all children. Further notes the protests that have taken place. Highlights that young people are increasingly attending Pride events to celebrate who they are.

| Action   | Update  |
|--|---|
| Work with others across the trade union movement, LGBT+ allies in faith communities and LGBT+ communities to support and promote LGBT+ inclusive education | We have, via the TUC LGBT+ committee promoted LGBT+ inclusive education. In Scotland we have promoted the ground breaking work of the TIE campaign. Article about TIE in OIU November 2020. |
| Actively promote inclusive policies in the workplace   | We have continued to promote our LGBT and T bargaining factsheets across all service groups   |
| Celebrate key LGBT+ dates and increase LGBT+ visibility and inclusivity in the workplace   | We continue to highlight key LGBT+ dates on social media, and encourage regional LGBT+ groups to do the same.   |

**2. LGBT+ Hate Crime**

Notes the rise in hate crime against the LGBT+ community and that many incidents are not reported. Raises concern at the reduction of police numbers over the past 10 years

| Action  | Update  |
|---|---|
| Work on campaign material aimed at combatting LGBT+ hate crime within the workplace | Highlighted the work of GALOP using social media. Speaker from GALOP at LGBT+ Live! in the effects of COVID19 on LGBT+ people session |

|  |   |
|--|---|
|  | Shared TUC Hate crime resources           |
| Promote working with other like minded organisations to promote a safe and inclusive workplace | Promoted the work of Stonewall and GALOP. |

### 3. LGBT+ Ally Training

Notes the number of negative reactions from work colleagues due to members being, or perceived to be, LGBT+. Further notes that incidents are rarely reported, primarily because there was a belief that nothing would be done and nothing would change.

| Action  | Update   |
|---|--|
| Work with LAOS to develop LGBT+ ally training | The first national LGBT+ ally training was run in October 2021 |

### 4. Sexual Harassment of the LGBT+ workforce

Notes the findings of the TUC report 'Sexual harassment of LGBT+ people in the workplace' and the unacceptable high level of sexual harassment for all LGBT+ people and that this reflects the findings of UNISON's 'it's never ok' report on sexual harassment in the NHS..

| Action   | Update   |
|--|--|
| Highlight the findings of the TUC report to ensure that the impact of sexual harassment on LGBT+ people is taken into account when campaigning and organising on sexual harassment | Liased with NWC to include LGBT+ statistics in presentations etc around the UNISON #ustoo campaign |
| Review UNISON guidance on sexual harassment to ensure that it is LGBT+ inclusive   | UNISON guidance updated February 2020 and is LGBT+ inclusive                                       |
| Campaign for the reintroduction of section 40 of the equality act 2010 on 'third party protection'   | Raised as part of the UNISON wide response to the 2019 consultation on the equality act            |

**5. Mental Health and Suicide awareness to support Young LGBT+ members**

Welcomes work already done to highlight the effects of austerity, not only in LGBT+ workers, but services for LGBT+ people, resulting in young LGBT+ members turning to reps for support.

| Action   | Update   |
|--|--|
| <p>Promote suitable organisations and charities covering mental health and suicide awareness<br/>Consider having materials from these organisations /charities on local pride stalls</p> | <p>Using LGBT+ social media, promoted the work of LGBT+ foundation and other organisations.<br/>Articles in Out in UNISON<br/>Blog on LGBT+, Covid19 and Mental Health published in August 2020 and an Article on Mental Health first Aiders in June 2021</p> <p>Regional LGBT+ convenors asked to contact local organisations and carry their materials</p> |
| <p>Continue to develop training and support on mental health awareness for UNISON reps</p>   | <p>Liaise with UNISON LAOS and promote once training is available</p>  |

**6. Engaging branches in LGBT+ recruitment and organising**

Welcomes the level of branch engagement in the 2019 campaign to become a LGBT+ group. Encourages regional groups to continue to work with branches and encourage partnership working.

| Action  | Update  |
|---|---|
| <p>Produce 'engaging branches' organising pack.</p>   | <p>Pack to be launched in November 2021</p> <p>Digital Pack produced and launched in 2020 to take into account new ways of working.</p> |
| <p>Encourage regional LGBT+ SOG's to work with other regional SOG's and service groups to build LGBT+ recruitment and bargaining into their own workplans</p> | <p>Raised at regional LGBT+ convenors meetings</p>  |

**7. Ensuring LGBT+ representation in apprenticeships**

Welcomes the work of the Apprenticeship Diversity Champions Network (ADCN) to widen participation in apprenticeships, whilst noting that many LGBT+ people do not disclose their sexual orientation or gender identity due to fear of being discriminated against.

| Action  | Update   |
|---|--|
| Publicise the work of the ADCN to the wider union to enable recruitment of underrepresented groups to apprenticeships | The TUC produced a LGBT+ inclusive apprenticeship resource which was shared on social media  |
| Publicise UNISON's apprenticeship charter and model apprenticeship policy   | The UNISON charter is in the process of being updated. We will promote once it is relaunched |

**8 Bi Young Members**

Notes that young members use many different ways to express their sexual orientation (and gender identity). Calls for joint work with YMF to reach out to young members to promote that UNISON is an inclusive union.

| Action  | Update  |
|---|---|
| Liaise with YMF to explore how we can support each other to grow our union and demonstrated the importance of engaging with young bi+ members | Offer made to the YMF to run LGBT+ Ally training at the first ever YMF conference in 2021. But not possible (due to covid restrictions) to have workshops at the 2021 conference, will offer again in 2022. |

**9 Making the Bi Network more inclusive**

Notes that adding the plus has made the LGBT group more inclusive and demonstrates the commitment to include people who we historically considered to come under umbrella terms for our Bi network

| Action   | Update   |
|--|--|
| Become a Bi+ network and advertise the network meetings widely | Network is now a Bi+ network.<br><br>Network meetings were advertised widely with good attendance at both the 2020 and 2021 virtual network meetings |
| Promote the Bi+ network in Out In UNISON                       | Articles included in Autumn 2020, June 2021 and November 2021 Out In UNISON  |

## 10 Back to basics – the decline of LGBT+ rights

Notes the rise of homophobic and transphobic hate crime in England and Wales over the last 5 years. Further notes the 2019 Rainbow Europe Index saw, for the first time, some countries LGBT+ rights going into reverse.

| Action   | Update   |
|--|--|
| Develop materials that could be used for a workshop on basic LGBT+ rights, specifically including bi+ and trans rights | Presentation prepared and will be launched in 2022 |

## 11. Inclusive Language

Acknowledges the work already done to use inclusive language in menopausal awareness, period poverty and reproductive rights. Notes that many motions around these issues to UNISON conferences continue to use exclusionary language

| Action  | Update   |
|---|--|
| Liaise with other SOG's and service groups to raise this issue and produce guidance on why this issue is important to the trans community | During 2020, the NEC agreed to submit rule amendments to the 2021 conference to remove unnecessary gendered language from the rule book. No rule amendments were heard at the 2021 special delegate conference. We will continue to raise this as an issue at Equality Liaison Committee |
| Work with the NWC to support inclusive language and challenge gender stereotypical language   | We will run a inclusive language session at a future NWC meeting to promote this work.   |

## 13. Including retired members more effectively at self-organised group conference

Notes that retired members belonging to each of the SOG's can now elect their chosen delegates to each SOG conference. Requests that retired members should now be able to submit their own business to SOG conferences.

| Action  | Update  |
|---|---|
| Work towards gaining the right to submit items of business to each SOG conference | The motion passed at the 2016 Retired Members conference tasked the NRMC to liaise with the NEC and SOG National Committees.<br><br>We believe that it would be more appropriate for the NRMC to make the |

|  |   |
|--|---|
|  | <p>initial approach to the National SOG committees.</p> <p>However, we have reached out to the National Officer for Retired Members and offered to work with NRMC to facilitate a way forward</p> |
|--|---|

**Comp A. No Outsiders (LGBT+ education rights)**

Notes the protests against the ‘No Outsiders method of teaching children about equality and condemns the intimidation and hatred displayed by protesters. Confirms that all public services, including education must be inclusive of LGBT+ people, and highlights the good work done by the TIE campaign in Scotland and Barnardo’s ‘positive identities service’ as best practice in inclusive education programmes

| Action   | Update   |
|--|--|
| Work with others across the trade union movement, LGBT+ allies in faith communities and LGBT+ communities to support and promote LGBT+ inclusive education | We have, via the TUC LGBT+ committee promoted LGBT+ inclusive education. In Scotland we have promoted the ground breaking work of the TIE campaign |
| Actively promote inclusive policies in the workplace   | We have continued to promote our LGBT and T bargaining factsheets across all service groups  |
| Celebrate key LGBT+ dates and increase LGBT+ visibility and inclusivity in the workplace   | We continue to highlight key LGBT+ dates on social media, and encourage regional LGBT+ groups to do the same.                                      |

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

Notes that since the Government consultation on the GRA closed there have been no signs of specific proposals to reform the GRA. Further notes the LGBT Action Plan annual progress report 2018 – 2019. Also notes the Scottish statement that there will be a further consultation on the provisions to be included in the draft Gender Recognition (Scotland) Act.

| Action  | Update   |
|---|--|
| Continue to support advances in transgender equality and continue to work to dispel myths and challenge bigotry | <p>This is a core part of our ongoing work</p> <p>Trans Ally training launched at LGBT+ Live! event in November 2020. UNISON LAOS to lead in rolling out to regions.</p> <p>Shared on social media campaigns from Mermaids, Gires and other trans organisations during the second GRA consultation in 2020</p> |

|  |   |
|--|---|
| Work with Labour Link to support the passage of any bill arising from the GRA consultation that seeks to remove unnecessary barriers to gender recognition | Reform of the GRA factsheet updated in April 2021 following publication of the results of the consultation. Factsheet promoted to all MP's. |
| Work with appropriate bodies and partners to further transgender equality in the UK and devolved nations   | Continuing work   |

### 18. Domestic Abuse in LGBT+ relationships

Notes the postcode lottery of services that support victims and perpetrators of domestic abuse in LGBT+ relationships.

| Action  | Update   |
|---|--|
| Continue to highlight the lack of countrywide LGBT+ domestic abuse services | Promoted the work of GALOP on social media<br>Article in OIU June 2021 |
| Promote the work of the African Rainbow Family                              | Article in OIU November 2021 edition                                   |

### 19 The vatical educational paper on gender theory – a confused concept!

Notes the recent paper on gender theory, which was described as an aid for Catholic school teachers and parents. Detracts from the work carried out by educational LGBT+ campaigners.

| Action   | Update   |
|--|--|
| Work with others across the trade union movement, LGBT+ allies in faith communities and LGBT+ communities to support and promote LGBT+ inclusive education | We have, via the TUC LGBT+ committee promoted LGBT+ inclusive education. In Scotland we have promoted the ground breaking work of the TIE campaign |
| Actively promote inclusive policies in the workplace   | We have continued to promote our LGBT and T bargaining factsheets across all service groups  |
| Celebrate key LGBT+ dates and increase LGBT+ visibility and inclusivity in the workplace   | We continue to highlight key LGBT+ dates on social media, and encourage regional LGBT+ groups to do the same.                                      |



## 21. Access to abortion

Notes abortion is still illegal in Northern Ireland. Highlights that trans and non-binary people obtaining health care may have to access health areas that are focused on women's health only may cause mental ill health.

| Action   | Update  |
|--|---|
| 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 | Promoted UNISON Northern Ireland campaign on social media |

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

Notes the number of Pride events that think that Pride is not a protest anymore and the number of Pride events that are sponsored by large corporations. Highlights the need to retain and develop the political struggle of the early Pride marches.

| Action   | Update   |
|--|--|
| Encourage Branches and Regions to support local Pride events that align with UNISON values   | Discussed at regional convenors, articles in OIU to promote the work done by various regions / branches  |
| Encourage UNISON members / activist to stand for seats on local Pride committees and offer support where needed to influence local prides to be more inclusive | Article in OIU Autumn 2020 on how to forge links with local pride groups<br>Article about UNISON's first ever virtual pride and how regional groups have supported regional virtual prides |
| Develop a presentation to highlight why Pride is a protest   | 'Putting politics back into Pride' a practical guide to recruiting and organising with (and at) Pride<br>Organising Guide published in 2020  |

## Comp B: Beware that share

Notes the benefits of using social media for campaigning and getting messages out quickly. Highlights that other groups use it to get false messages across, and others use seemingly innocuous memes to spread their messages of hate.

| Action  | Update  |
|---|---|
| Include guidance on using social media and how to avoid pitfalls in anti far-right materials and guidance<br>Develop guidance to help members and branches to become socially aware | Ran a workshop at the UNISON LGBT+ Live! event in November 2020 where we launched 'A UNISON guide to digital organising for LGBT+ equality' |
| Create a 'beware the share' meme and develop a social media campaign to highlight the issue   | Creating a meme has proved more difficult than we thought without highlighting some the false messages.                                     |

|  |   |
|--|---|
|  | Further consideration will be given to taking this work forward   |
| Include guidance about social media in training events / courses | This has been raised with UNISON learning and organising services |

## 26. Decriminalisation for safety

Notes UNISON's policy on sex work, which is different to the LGBT+ conference view. Further notes that the 2018 women's conference rejected the motion 'Nordic model Now!' which calls for reaffirmation of its policy of supporting the Nordic model.

| Action  | Update  |
|---|---|
| Start dialogue with NEC, NWC and other appropriate bodies within the union with a view to reviewing and advancing UNISON policy | The national committee motion on decriminalisation to the women's conference in 2020 was ruled out of order. The motion was amended and resubmitted to the 2021 conference but was again ruled out of order |
| Urge Branches and regions to support the LGBT+ motion on decriminalisation at NDC 2021  | Decriminalisation did not meet the criteria for motions to 2021 special delegate conference.  |

## 30 Promoting inclusion and diversity in sports

Notes that despite the work done by Stonewall with their 'Rainbow Laces' campaign and Show Racism the red card's 'Homophobia: let's tackle it' LGBT+ people continue to face discrimination and exclusion in areas of sport both as a fan and a participant.

| Action  | Update   |
|---|--|
| Encourage regions and local branches to link in with local sports clubs and promote LGBT+ equality  | Raised at regional LGBT+ convenors meeting.<br>Article on Gay Rugby in OIU November 2021 |
| Encourage branches and regions to work with sports clubs to adopt a diversity and inclusion charter | Article on diversity and inclusion in OIU November 2020                                  |

### 31. Ethical Procurement

Welcomes the commitment from Primark in 2019 to donate to ILGA World, to support their work on LGBTI rights. Highlights that UNISON has a supplier code of conduct, which includes the Ethical Trade Initiative (ETI) base code. Further notes UNISON's 4 year programme on ethical procurement, to tackle exploitation and modern slavery in public service goods global supply chains.

| Action  | Update   |
|---|--|
| Continue to raise awareness of ethical procurement amongst LGBT+ members using the UNISON guidance and research             | We worked with UNISON International and Labour behind the label to produce 'Pride in Procurement' and 'Developing an ethical procurement policy'   |
| Encourage groups and caucuses to discuss ethical trading with LGBT organisations they work with, including Pride committees | 'Pride in Procurement' was launched as part of LGBT+ Live! in November 2020. 'Developing an ethical procurement policy' was launched in June 2021. Both launches included a webinar that included speakers from Labour behind the Label and Public Services International. |

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

Notes the contents of the '2019 Sexual Orientation Laws in the World' map. Welcomes that from June 2019 through to June 2021 the UK jointly with Argentina have taken over the chair of the Equal Rights Commission

| Action  | Update  |
|---|---|
| Work with the TUC to raise concern                                  | Motion submitted and carried at the 2021 virtual TUC LGBT+ conference Fringe meeting at TUC LGBT+ conference on why Global Union federations are important for LGBT+ equality worldwide |
| Raise issues at the Human Rights Conference scheduled for June 2020 | The 2020 conference was cancelled. Safe To be <b>Me</b> : A Global Equality Conference is due to be held in June 2022.  |

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

Notes that Trans rights are under attack throughout the world and the number of countries in the world that force transgender people to be sterilised before they can legally change their gender.

| Action   | Update   |
|--|--|
| Support campaigns by ILGA and TGEU to abolish compulsory sterilisation and other medical treatment as a legal requirement in the process to recognise a person's gender identity | We continue to look out for ILGA / TGEU campaigns to support and share |
| Support initiatives by Japanese trade unions and LGBT+ organisations to tackle this issue  | We continue to look out for initiatives to support                     |

### 34 Palestine

Notes the continuing involvement of HSBC investing in and providing loans to companies providing equipment and weapons to the Israeli Government. Also notes that HSBC sponsors and funds many LGBT+ pride events around the world, including Birmingham Pride. Reaffirms that LGBT rights are human rights. Welcomes that Turkey and Colombia are current international priorities for UNISON and that UNISON's International development fund gives funding for trade union projects in these and other countries.

| Action   | Update   |
|--|--|
| Seek to work with the TUC LGBT+ committee to gain the support of LGBT+ trade unionists and other trade unions for the campaign | We continue to raise support for Palestine at TUC LGBT+ committee meetings                   |
| Explore the feasibility of setting up a new LGBT Palestine group to work alongside NtP   | PSC has deferred this work for the moment.   |
| Continue raise LGBT+ people's awareness why not to go on holiday or make cultural or sporting visits to Israel                 | Article in Autumn 2021 Out In UNISON   |
| Publicise PSC and encourage members and branches to affiliate to PSC   | Explore the possibility of displaying the PSC exhibition at a future UNISON LGBT+ conference |

### 35. LGBT+ disability activism in ILGA Europe

Welcomes the first ILGA Europe gathering for D/deaf and disabled LGBTI activists in Europe and Central Asia, but notes with disappointment that this was limited to a small number of delegates. Further notes that ILGA Europe works with the European Disability Network. Which is run by 'persons with disabilities and their families'. Further notes the lack of understanding of the social model of disability.

| Action  | Update   |
|---|--|
| Continue discussions with ILGA Europe with regarding the setting up of a network for D/deaf and disabled LGBT+ activists and promote any such network amongst UNISON disabled members | UNISON sent a delegate to the first D/deaf and disabled LGBT+ network meeting. No further meetings have been organised, but we will promote as soon as they are.       |
| Consider proposing to hold a workshop on the social model of disability in a trade union context  | We believe that this topic would work better at a face to face conference, and will consider proposing a workshop once ILGA Europe returns to face to face conferences |
| Raise awareness of the social model of disability and language at any opportunity.  | We continue to work with UNISON National Disabled Members committee on this  |

### 36. Celebrating our LGBT+ disabled members self organisation and diversity

Welcomes UNISON's commitment to self organisation. Highlights that many members experience multiple discrimination. Seeks to further develop and grow caucuses within LGBT+ organising.

| Action   | Update   |
|--|--|
| Endeavor to ensure that work in respect of our caucuses highlights the need to address intersectionality and multiple discrimination | We ran a workshop on intersectionality at the 2021 Bi Con. We have also raised the issue of intersectionality when on other panels at events, such as world pride  |
| Actively promote our caucuses and national network meetings  | This is an ongoing priority for the national committee and is raised regularly at regional LGBT+ convenors meetings. National Network meetings were promoted widely and well attended in both 2020 and 2021, with many first time attendees. |
| Promote the involvement of disabled and Black LGBT+ members and ensure that publicity reflects the full diversity of our membership  | This is ongoing, and we continue to celebrate and promote the full diversity of our membership, including articles in Out in UNISON  |

### 37. Brexit

Reaffirms UNISON LGBT+ members concern around Brexit. The report from the UN condemning the failure to uphold disability rights and the impact of weaker equality law and protections post Brexit.

| Action   | Update  |
|--|---|
| Continue to work with Labour Link to highlight the concerns  | We have worked with the NDMC to raise concerns                                    |
| Encourage branches and regions to continue to support our members from the EU working in the public sector | This is a UNISON wide campaign which we have supported and shared on social media |

### 38. UNISON rule book benefits – ex members of NUPE in same sex relationships – death of spouse benefit

| Action  | Update   |
|---|--|
| Encourage branches and regions to continue to support our members from the EU working in the NHS, social care and public sector organisations | Shared UNISON main campaigns on UNISON LGBT+ social media  |
| Support calls to incorporate the UNCRPD into UK Law   | Welcome that 2022 is year of the disabled worker. Work with NDMC to highlight the UNCRPD and call for including in UK law. |

### 39. Including more retired members more effectively at self organised group conferences (Remitted)

Notes the work done to allow Retired LGBT+ members to elect their own delegates to SOG conferences. Looks for Retired SOG members to agree what business to submit to each SOG conference. Further questions if two Retired members representatives are enough to represent retired members at SOG Conferences.

| Action   | Update  |
|--|---|
| Approach the NEC, NRMC and other SOG national committees to seek support for retired members to gain the right to submit business directly to respective SOG conferences | <p>The motion passed at the 2016 Retired Members conference tasked the NRMC to liaise with the NEC and SOG National Committees.</p> <p>We believe that it would be more appropriate for the NRMC to make the initial approach to the National SOG committees.</p> <p>However, we have reached out to the National Officer for Retired Members and</p> |

|   |  |
|---|--|
|   | offered to work with NRMC to facilitate a way forward  |
| A rule amendment to allow the retired members organisation to send more than two representatives of relevant retired members to each SOG Conference | Each SOG, the YMF and NRMC can send two representatives to other SOG conferences.<br><br>After careful consideration, we believe that two representatives attending SOG conference is an appropriate number. |

**EM1 No hate at Pride**

Notes the action of local trans exclusionary radical feminists protesters at Manchester Pride, and the subsequent press coverage this attracted.

| <b>Action</b>  | <b>Update</b>  |
|--|--|
| Continue to educate about and campaign against trans exclusionary radical feminists  | This is a core part of our ongoing work  |
| Produce a model statement about what these groups stand for and why they are not welcome at LGBT+ events   | As so many prides were cancelled in 2020/21 this continues to be an ongoing part of work   |
| 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 to respond should these groups attend Pride | We included a chapter on 'taking on anti-trans groups at Pride' in our practical guide to recruiting and organising with Pride guide |

## Explanation of terms

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



## Appendix 2

### Attendance at national lesbian, gay, bisexual, transgender plus members committee

P = present A = apologies R = resigned - = not yet a member of the committee or had left committee Blank = neither attended nor submitted apologies

|                         | Jan<br>20 | Sept<br>20 | Oct<br>20 | Jan<br>21 | Mar<br>21 | May<br>21 | July<br>21 | Sept<br>21 |
|-------------------------|-----------|------------|-----------|-----------|-----------|-----------|------------|------------|
| <b>EASTERN</b>          |           |            |           |           |           |           |            |            |
| Chris Sale              | P         | A          | P         | P         | P         | P         | A          | P          |
| Adria Pittock           | -         | P          | P         | P         | P         | P         | A          | P          |
| <b>EAST MIDLANDS</b>    |           |            |           |           |           |           |            |            |
| Penny Smith             | P         | P          | P         | P         | P         | P         | P          | P          |
| Gary / Sally Jacques    | P         | A          | A         | P         | P         | A         | A          | A          |
| <b>GREATER LONDON</b>   |           |            |           |           |           |           |            |            |
| Jackie Lewis            | P         | P          | P         | P         | P         | P         | P          | P          |
| Dave Cosgrave           | P         | P          | P         | R         | -         | -         | -          | -          |
| Terry Eastham           | -         | -          | -         | -         | P         | P         | P          | P          |
| <b>NORTHERN</b>         |           |            |           |           |           |           |            |            |
| Jennifer Black          | P         | P          | P         | P         | P         | P         | P          | A          |
| Christine Jackson       | -         | -          | -         | -         | P         | P         | P          | P          |
| Rachel Blacklock        | P         | P          | A         | A         | R         | -         | -          | -          |
| <b>NORTHERN IRELAND</b> |           |            |           |           |           |           |            |            |
| Martin Mc Connellogue   | P         | A          | A         | P         |           |           | A          | A          |
| Vacancy                 |           |            |           |           |           |           |            |            |
| <b>NORTH WEST</b>       |           |            |           |           |           |           |            |            |
| Eileen Best             | P         | P          | P         | P         | P         | P         | P          | P          |
| John McSwiggan          | P         | P          | P         | P         | P         | P         | A          | P          |
| <b>SCOTLAND</b>         |           |            |           |           |           |           |            |            |
| Michael Craig           | P         | P          | A         | A         | P         | P         | P          | P          |
| Ann Cameron-Burns       | -         | P          | P         | P         | P         | P         | P          | A          |
| <b>SOUTH EAST</b>       |           |            |           |           |           |           |            |            |
| Lucy Power              | P         | P          | P         | P         | P         | P         | P          | P          |
| Andy Armsby             | P         | P          | A         | P         | P         | A         | A          | P          |

|                                   |   |   |   |   |   |   |   |   |
|-----------------------------------|---|---|---|---|---|---|---|---|
| <b>SOUTH WEST</b>                 |   |   |   |   |   |   |   |   |
| Darienne Flemington               | P | P | P | P | P | P | P | A |
| David Evans                       | A | R | - | - | - | - | - | - |
| <b>CYMRU / WALES</b>              |   |   |   |   |   |   |   |   |
| Richard Tanswell                  | P | P | A | P | P | A | P | P |
| Pat Jones                         | P |   |   | A | P | P | P | A |
| <b>WEST MIDLANDS</b>              |   |   |   |   |   |   |   |   |
| Jennie Antonio                    | P | P | P | P | P | P | P | P |
| Andy Chaffer                      | P | P | P | P | P | A | P | P |
| <b>YORKSHIRE &amp; HUMBERSIDE</b> |   |   |   |   |   |   |   |   |
| Wil Wheaton-Chapman               | A | A |   |   | A |   |   |   |
| Maz Cotterill                     | - | - | - | A | P | A | A | A |
| Lauren Bywater                    | A | P | P | - | - | - | - | - |
| <b>BLACK MEMBERS CAUCUS</b>       |   |   |   |   |   |   |   |   |
| Bev Miller                        | P | P |   | P | P |   | P | P |
| Anu Prashar                       | P | P | P | P | P | P | A | P |
| Natalie Forbes-Smalley            | P |   |   | A | P | A | A |   |
| Judy Richards                     | P | P | P | P | P | P | P | P |
| Frances Fenton                    | P | P |   | P | A |   | P | A |
| <b>DISABLED MEMBERS CAUCUS</b>    |   |   |   |   |   |   |   |   |
| Louise Ashworth                   | P | P | P | P | P | P | P | P |
| Neil Adams                        | P | P | P | P | P | P | A | P |
| Carl Phillips                     | P | P | P | P | P | A | P | P |
| Hannah Stevenson                  | P | P | R | - | - | - | - | - |
| Asha Wolfe-Robinson               | A | R | - | - | - | - | - | - |
| <b>BISEXUAL MEMBERS CAUCUS</b>    |   |   |   |   |   |   |   |   |
| Sophie Robinson                   | A | A | P | P | P |   | P | P |
| Phillippa Scrafton                | A | P | A | A | A |   | P | P |
| <b>TRANSGENDER MEMBERS CAUCUS</b> |   |   |   |   |   |   |   |   |
| Emma Procter                      | P | P | P | P | P | P | P | A |
| Heather Wood                      | P |   |   |   |   |   |   |   |

### Appendix 3

#### Monitoring for fair representation

#### National LGBT+ committee 2021

There were some changes to the committee during 2021 – this data represents the membership at the beginning of the year. 30 members of the committee returned their forms. All figures in the table are given as percentages. Because of rounding up/down and some questions not being answered, figures do not necessarily total 100%. Monitoring information for the NEC was included in the 2019 annual report, but was collected in 2017 with only 45% of the National Executive council returning their monitoring forms.

Figures in brackets show committee 2019 figures.

|                           | <b>National LGBT+ committee members (%)</b> |      | <b>UNISON National Executive Council (%)</b> |
|---------------------------|---|------|--|
| <b>Gender</b>             |   |      |  |
| Female                    | 67  | (68) | 50   |
| Male                      | 30  | (32) | 50   |
| Other                     | 3   | -    |  |
| <b>Do you identify as</b> |   |      |  |
| Lesbian                   | 47  | (55) | Figures not available                        |
| Gay                       | 30  | (29) |  |
| Bisexual                  | 17  | (16) |  |
| Transgender               | 17  | (13) |  |
| Other                     | -   | (-)  |  |
| <b>Service group</b>      |   |      |  |
| Local government          | 47  | (52) | 43   |
| Health care               | 27  | (19) | 27   |
| Higher education          | -   | (10) | 10   |
| Energy                    | 3   | (3)  | 3  |
| Police & Justice          | 7   | (6)  | -  |
| WET                       | -   | (-)  | 3  |
| Community                 | 17  | (10) | 10   |
| No Answer                 |   |      |  |
| <b>Sector</b>             |   |      | Information not available                    |
| Public                    | 77  | (87) |  |

|                                     |    |      |                       |
|-------------------------------------|----|------|-----------------------|
| Private                             | 3  | (3)  |                       |
| Voluntary                           | 17 | (10) |                       |
| <b>Occupational group</b>           |    |      |                       |
| Managers                            | 37 | (42) | Figures not Available |
| Technical                           | -  | (-)  |                       |
| Professional                        | 33 | (32) |                       |
| Personal and caring services        | 3  | (-)  |                       |
| Administrators                      | 7  | (6)  |                       |
| Clerical and secretarial            | 3  | (-)  |                       |
| Other non-manual                    | 10 | (10) |                       |
| Other manual                        | -  | (-)  |                       |
| Other occupation                    | 10 | (10) |                       |
| <b>Subscription band (£ income)</b> |    |      |                       |
| A – D (up to 11k)                   | 3  | (3)  | 9                     |
| E – G (11.01 – 20k)                 | 6  | (13) | 30                    |
| H – K (over 20k)                    | 90 | (84) | 61                    |
| In education                        | -  | (-)  |                       |
| Did not answer                      | -  | (-)  |                       |
| <b>Hours per week</b>               |    |      |                       |
| 35 or more                          | 93 | (84) | Figures not Available |
| 30–34                               | -  | (10) |                       |
| 16–29                               | 3  | (3)  |                       |
| Fewer than 16                       | 3  | (3)  |                       |
| <b>Age</b>                          |    |      |                       |
| 16–26                               | -  | (6)  | -                     |
| 27–39                               | 10 | (6)  | 23                    |
| 40–49                               | 20 | (23) | 20                    |
| Over 50                             | 70 | (65) | 57                    |
| Did not answer / not known          | -  | (-)  | -                     |
| <b>Black members</b>                | 12 | (15) | 10                    |
| <b>Disabled members</b>             | 37 | (48) | 23                    |

