



**NATIONAL LESBIAN, GAY,  
BISEXUAL AND  
TRANSGENDER PLUS  
CONFERENCE  
EDINBURGH  
18-20 NOVEMBER 2022**

**PRELIMINARY AGENDA**

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## **MOTIONS**

### **NEGOTIATING**

#### **1. NEGOTIATING TRANS EQUALITY WITH EMPLOYERS**

Following the 2021 LGBT+ conference, the national LGBT+ committee launched a trans equality campaign to be louder and prouder about our support for trans and non-binary members' rights. This campaign has many elements – from trans ally training and establishing a trans ally network to lobby the United Kingdom's governments and the Labour Party to be more inclusive of trans and non-binary people.

Conference welcomes the agreement by the national executive council (NEC) at the 2022 national delegate conference (NDC) for all members of the NEC to undertake the trans ally training package before the 2023 NDC.

One of the main objectives of the campaign is to ensure the workplaces that we cover as a union have trans equality policies, to ensure they have the appropriate structures in place to support trans workers. It's not enough for organisations to merely say they are supportive of trans rights – they need to ensure that there are policies and structures in place to back that up.

The national LGBT+ committee has updated the trans model policy that is ready to be adopted as is by employers. It covers a range of topics from ensuring support for trans workers through the transitioning process, to ensuring trans equality in recruitment and how trans equality will be monitored and promoted within the organisation. It also highlights what to do in situations where someone experiences or witnesses transphobic behaviour.

Of course, ensuring your employer has a trans inclusion policy is merely a first step towards creating an inclusive workplace for trans workers, but it's an important one. We need to ensure that we all work together to affect real change in our workplaces and negotiate our model trans policy with our employers.

Conference therefore calls for the national LGBT+ committee to:

1. Work with UNISON's NEC and service group executives to promote our trans equality model policy in branches;
2. Encourage branches and regions that use the trans equality model policy to report their successes back to the national LGBT+ committee.

**National LGBT+ committee**

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

This Conference is deeply concerned by the steep rise in LGBT+ hate crime in Scotland since lockdown restrictions were eased at the beginning of last summer. The rise in homophobic, biphobic and transphobic hate crimes is not restricted to Scotland but has been replicated across the rest of the United Kingdom (UK). Hatred and abuse of LGBT+ people are of urgent, global concern.

Conference notes that crimes related to sexual orientation and gender identity have increased almost every year since at least 2015 according to government data from England, Wales and Scotland, and recognises that real hate crime figures are likely to be much higher due to under-reporting. This is a stark reminder that LGBT+ equality is far from a lived reality for LGBT+ people and communities in Scotland and across the UK. It illustrates that we are still at risk of abuse and attack for no other reason than for being who we are.

Pre-pandemic bullying, misgendering, harassment and violence in the workplace is a daily reality for far too many LGBT+ workers, leading to a significant minority concealing their identity from people they work with.

The coronavirus crisis has further entrenched inequality – what once were safe spaces have become increasingly unsafe.

Conference welcomes the continued work of UNISON to promote LGBT+ equality, defend and progress rights at work and raise awareness of what hate crime is and how to report it.

Conference calls on the UNISON national LGBT+ committee to engage with relevant parts of UNISON to support:

1. Raise awareness to activists to the possibility of homophobic, trans phobic and biphobic abuse and discrimination in their workplaces;
2. By working to ensure that guidance ‘tackling hate crime and hate incidents: a workplace issue’ is up to date and promoted amongst activists;
3. Seek to ensure that UNISON’s activist training includes information and tools to help activists to effectively challenge hate crime and abuse in the workplace;
4. Promote LGBT+ equality and tackle discrimination in their campaigning, bargaining, and training work.

**Scotland region LGBT+ group**

### **3. EQUALITY, DIVERSITY AND INCLUSION SPEEDING TICKET SCHEME**

Conference notes that a workplace that actively encourages equality, diversity and inclusion is more successful, can help to keep employees happy and motivated, prevents serious or legal issues arising, such as bullying, harassment and discrimination and will attract and keep good staff.

Conference also notes that where LGBT+ members and their allies continue to fight against acts of discrimination, bullying and harassment, we are seen as problem starters, and troublemakers to those not understanding of our rights and do not share our lived experiences of such prejudice.

Conference identifies that a person who chooses to discriminate against us may be one whose attitude cannot be changed no matter how hard we try but we can make a difference to those who want to do the right thing. Formal procedures such as grievance, and disciplinary meetings can take their toll on wellbeing, both mental and physical health of our members. It takes tremendous amount of courage and trust to even begin such proceedings.

Conference believes early resolution can be effective if done in the right way, for example, being caught speeding and offered a speed awareness course. This action requests further education related to the incident. When taking the example of microaggressions in the form of stereotypes towards someone's sexual orientation or misgendering, which may not amount to misconduct or gross misconduct, someone can be requested to attend allyship training or LGBT+ awareness training, with the victim's wishes at the heart of the decision making process. Education in replacement of formal action gives the perpetrator a chance to learn from the victim's point of view and the training gives essential advice to help someone change their behaviour and reduce reoffending.

Conference calls on the national LGBT+ committee to:

1. Seek to identify examples of schemes that use early intervention, educational and diversionary activities and consider what best practice could look like;
2. Widely share this best practice through all appropriate media channels;
3. Update the UNISON LGBT+ bargaining fact sheets to incorporate such a scheme.

**North West region LGBT+ group**

#### **4. IN SUPPORT OF GENDER NEUTRAL TOILETS AND CHANGING FACILITIES**

Conference recognises the need for inclusiveness for our LGBT+ members in the workplace. We commend the strong position taken by members at national delegate conference in passing the motion 'Trans equality – louder and prouder' and recognise the commitment in UNISON's recently updated 'Trans equality model policy' to the provision of gender neutral toilets. Many non-binary and transgender people feel unsupported by their employers when it comes to their gender identity. One issue faced by many non-binary and transgender people is employers not providing gender neutral toilets and changing facilities.

Unlike trans people who often identify within the gender binary, those who identify outside of the gender binary may prefer gender neutral toilets and changing facilities as they provide a safer space for those who may not outwardly conform to society's gendered expectations, but also because gender neutral toilets and changing facilities affirm their gender identity. Those outside of the gender binary often experience gender dysphoria which can be impacted by having to misgender themselves by using gender-specific toilets and changing facilities which do not align with their identity. Gender neutral facilities are necessary to ensure non-binary people's experiences with toilet and changing facilities are one of comfort and dignity.

In addition, many trans and non-binary people face abuse and violence when accessing single sex spaces due to perceptions about their gender. Provision of gender neutral toilets and changing facilities can ensure trans and non-binary people have a safe provision to access. Recent updates to Equality and Human Rights Commission (EHRC) guidance appears regressive in the protection of gender neutral spaces with single sex spaces compulsory and gender neutral spaces optional in the construction of new buildings.

Employers should therefore ensure the availability of gender neutral toilets and changing facilities to ensure the safety and comfort of our non-binary and trans colleagues. The provision of gender neutral toilets and changing facilities should be in addition to male and female toilets and changing facilities and not used as a false divisive argument between workers on resources.

Conference calls on the national LGBT+ committee to:

1. Encourage activists and branches to start the conversation with employers about instating gender neutral toilets and changing facilities for employees;
2. Encourage the regional LGBT+ committees to support members to engage with their employers to provide sanitary disposal bins in all toilet spaces;



3. Liaise with Labour Link and LGBT+ Labour to lobby the Labour Party to apply pressure on the United Kingdom government, devolved governments and administrations to seek that the provision of gender neutral toilets and changing facilities is protected in legislation and guidance.
4. Seek that Labour Link and LGBT+ Labour lobby the Labour Party to challenge the transphobic position of some of the current Members of Parliament opposing gender neutral toilet and changing facilities provision in EHRC guidance.

### **South West region LGBT+ group**

## **5. WE MUST STRIVE FOR REAL AND MEANINGFUL LGBT+ DATA**

Conference recognises that we support many organisations to develop comprehensive anti-discrimination policies, learning programmes etc. Yet even here, evidence confirms that more is needed, to properly address the unacceptable discrimination, violence, bullying, harassment, suicide and mental health challenges many LGBT+ people experience.

Conference knows LGBT+ is an area with conflicting approaches and opinions – and people can rightly assert not to disclose. But we also recognise that we have the skills and commitment to support every organisation, to collect comprehensive and real data – if they really want safe and inclusive workplaces.

We can't assess what we can't measure - yet conference knows that many organisations don't collect or have significant gaps in their employee LGBT+ data. Hence, they can't objectively assess levels of discrimination or how well their workforces reflect local diversity.

This isn't easy – research confirms many LGBT+ people fear being open, or expressing in any way, their true selves at work. Yet feeling safe to share their data would be a good indication – and would also support – real LGBT+ equality progress.

Conference calls on the national LGBT+ committee to:

1. Work with other self-organised groups and the wider union to develop guidance on comprehensive data gathering and monitoring with our employers on protected characteristics including LGBT+;
2. Develop plans towards comprehensive data gathering/monitoring across their workforces, on protected characteristics, including LGBT+;
3. Develop guidance on how activists can use this data to constantly inform equality and diversity plans/strategies;

4. Share best practice with regions and branches.

### City of Edinburgh branch LGBT+ group

## **RECRUITMENT AND ORGANISING**

### **6. RECRUITING AND ORGANISING YOUNG LGBT+ MEMBERS**

Conference notes the motion carried at the 2021 national LGBT+ conference submitted by the national young members' forum (NYMF) which called on the national LGBT+ committee for more recruitment, support, and development of young LGBT+ activists, as they continue to be under-represented as stewards, reps and officials.

More concerning, a survey of young LGBT+ members found that over 50% of them say they don't take part in UNISON events.

In response, the national LGBT+ committee made this one of its principal priorities and as such developed and implemented a campaign plan, which has seen the establishment of a new national young LGBT+ member network with 37 members signing up in the first few weeks. This plan aims to create an inclusive space for young LGBT+ workers on a national level and create more avenues of participation for young LGBT+ members. The first meeting took place in mid-July with lots of enthusiasm and ideas, giving a strong springboard to further develop this work.

This campaign is more than just enticing new members. UNISON has an issue with our young members 'aging out' of being able to participate in the national young members' organisation, without pointing them to other avenues of activism. If we can bring young LGBT+ members into the UNISON LGBT+ structures, we can continue their activism journey in UNISON. This can only be good for membership and activist development.

An initial survey of young LGBT+ members' concerns when registering to join the network overwhelmingly raised concerns regarding the need to tackle workplace homophobia, biphobia, and transphobia. One member noted this was their first involvement in UNISON and that they were keen to understand how the union is structured and how they can become more involved.

Conference recognises that there are no young LGBT+ members on the national LGBT+ committee, and that many regional LGBT+ convenors report limited engagement at a regional level. Young members are the future of UNISON, so it is essential that all LGBT+ activists make every contact count, whether it be recruiting young members at Prides/community events, encouraging members to attend our network days, national conference, and regional groups, or linking them in with their branches.

Conference calls on the national LGBT+ committee to:

1. Create a mentor/mentee or 'buddying' system, for young LGBT+ people to get involved in UNISON LGBT+ structures and promote their success;
2. Make a concerted effort to attract young LGBT+ members to attend network days in 2022 and 2023, with all regions encouraging young LGBT+ members who identify as bi+, trans, disabled LGBT+ members or Black LGBT+ members to attend national network meetings;
3. Increase engagement with young LGBT+ members around the issue of mental health and promote greater support, with young LGBT+ activists helping with co-ordination;
4. Work with regional groups to prioritise the recruitment, engagement and development of young LGBT+ workers in the activities of their groups and to promote the national campaign.

**National LGBT+ committee**

## **7. SUPPORTING YOUNG TRANS WORKERS IN UNISON**

Conference notes the excellent work done by the national LGBT+ committee in strongly campaigning for the rights of trans and non-binary workers. Conference believes UNISON has led the way across our movement in defending the rights of trans workers and celebrating the importance of trans and non-binary people in the trade union movement.

Nonetheless, Conference deplores the worsening environment for trans people in the United Kingdom, including the continuing refusal by the Westminster government to outlaw so-called "trans conversion therapy" and a political and media environment in which the rights of trans people simply to exist are frequently being challenged and questioned.

Conference notes that trans people continue to face discrimination in the workplace. In May 2022, a survey of UNISON's young members found that discrimination at work, including transphobic discrimination, was a factor impacting on young workers' mental health. Young workers and new entrants to the workplace may lack confidence and may not be aware of their workplace rights and their rights under the Equality Act, making it even more difficult for them to come out as transgender in the workplace.

Conference believes everyone should have the right to express their true identity in the workplace without facing prejudice, discrimination or bullying, and that employers have a duty to ensure that workplaces are inclusive and welcoming to all regardless of gender identity.

Conference believes we should build on the work done by UNISON's national

LGBT+ committee with the aim of making every UNISON workplace a supportive and inclusive environment for young trans and non-binary workers.

Conference asks the national LGBT+ committee to:

1. Work with UNISON's national young members' forum (NYMF) and regional young members' forums to promote the trans ally training to young members across the union, and to educate young workers on the employment rights and equality law which apply to trans and non-binary people in the workplace;
2. Work with the NYMF and the LGBT+ young members network to campaign for trans people's rights inside and outside the union, and to promote UNISON's work on trans rights to young workers;
3. Work with the NYMF to campaign for mentally healthy workplaces, and promote the model policy on trans-inclusive workplaces as a measure to improve inclusivity and mental health at work;
4. Promote UNISON's LGBT+ organising structures to young trans and non-binary members and work with the NYMF to encourage younger members to get involved in LGBT+ organising across the union;
5. Work with Labour Link to encourage the Labour Party to develop strong trans-friendly policies ahead of the next general election.

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

### **8. MAKING THE '+' A POSITIVE – CONTINUING THE WORK OF INCLUSION**

Conference notes it has been 3 years since UNISON's lesbian, gay, bisexual (bi) and transgender (trans) (LGBT) self-organised group achieved a rule change to include the '+' to become the LGBT+ self-organised group. The purpose of the rule change was to ensure we are inclusive of all identities from within our community and to reflect the broader spectrum that is our membership. The rule change was widely well received and, for many in our community, not before time. The campaign to add the '+' achieved a strong momentum and there was a passion within the membership to continue to drive this momentum forward in recruitment, retention, and campaigns especially in increasing the numbers in our caucuses.

Conference, sadly many of our members feel this momentum has waned, understandably possibly amidst the many challenges we face in the workplace, but complacency has set in.

However, for those of us who identify as something other than simply lesbian, gay, bi or trans - our pansexual and omnisexual, our asexual and aromantic

members for example – we are still trying to be heard and fighting for a seat at the table. We must ensure that adding the ‘+’ is not reduced to a simple vanity exercise but has real meaning for our community.

There are many members, real people living real lives, who identify under the ‘+’ in our name. The list is long and varied and all of us must ensure we amplify their voices, hear their stories and stand shoulder to shoulder with them.

Therefore, conference calls on the national LGBT+ committee to work with regions and branches to:

1. Work with the bi+ network to highlight the + at every opportunity;
2. Continue with the campaign to educate the wider membership of LGBT+ identities;
3. Seek out and actively engage with those members who identify as + and amplify their voices. Address the issues that directly affect them and seek to ensure there are no barriers, real or perceived to participation in our self-organised group;
4. Update where appropriate the bi+ allies factsheet and promote the resource to regions and branches as a recruitment tool to increase bi+ membership and visibility throughout the union.

### **Bi+ members’ caucus**

## **9. INCREASING BISEXUAL+ ENGAGEMENT IN OUR SELF-ORGANISED GROUP**

Conference is concerned at the decreasing level of bisexual+ (bi+) engagement within UNISON structures at branch, regional and national level. At this year’s bi+ network meeting, attendance was significantly lower than previous years, especially from members with multiple identities.

It is crucial that we not only understand this decline in bi+ activism and engagement, but that we explore any barriers to participation that exist and work to remove them.

We know focussing recruitment and training can play a crucial role in increasing participation. Our bi+ members have a vital contribution in making UNISON truly diverse and inclusive, especially from those bi+ members who feel their voices are not heard within LGBT+ spaces.

For so many bi+ people the feeling of isolation, discrimination, and bi+ erasure is a daily experience in their workplaces. Stonewall’s most recent research highlights that whilst lesbian and gay visibility in the workplace exceeds 74% in some places, this is only 22% for bi+ employees.

Conference, not all members need to become stewards to be active in our union. There are many roles and campaigns that are open to bi+ members but they need to feel engaged and welcome.

We all have skills that can be utilised strategically, but we first need our members to feel engaged, valued and listened to. In addition, confidentiality is a key priority for our members to feel safe to participate, especially so for our bi+ members with multiple identities who may not be out to their communities.

Conference therefore calls on the national LGBT+ committee to work with the other self-organised groups (SOG) and national young members' forum to:

1. Encourage participation of bi+ members with intersecting identities;
2. Consider confidentiality when accessing hybrid events;
3. Hold joint SOG and young members' events whenever possible to engage with bi+ members with multiple identities;
4. Review our glossary of terms to ensure the language used is fully inclusive of all identities.

### **Bi+ members' caucus**

## **10. WHY LGBT+ EMPLOYEES SHOULD JOIN UNISON**

LGBT+ people have been and are still experiencing verbal and physical bullying from colleagues, customers or service users because of their sexual orientation /identity and some still do not feel confident about reporting homo/bi and transphobic bullying in their workplace.

According to Stonewall more than a third of LGBT staff (35 per cent) have hidden that they are LGBT at work for fear of discrimination. Almost one in five LGBT staff (18 per cent) have been the target of negative comments or conduct from work colleagues because they're LGBT.

Almost one in five LGBT people (18 per cent) who were looking for work said they were discriminated against because of their identity while trying to get a job and one in eight trans people (12 per cent) have been physically attacked by customers or colleagues in the last year.

Almost two in five bi people (38 per cent) aren't out to anyone at work about their sexual orientation, compared to seven per cent of gay men and four per cent of lesbians. While one in four trans people (26 per cent) aren't open with anyone at work about being trans.

Conference, UNISON has long been a supporter of the LGBT+ movement, and stand in solidarity with us today and equality in employment and employment rights are key UNISON issues. The Office for National Statistics (ONS) report the number of people employed in in the United Kingdom (UK) is 32.1 million and of this 5.67 million are employed within the public service sector, UNISON's membership equates to 22.9% of this. UNISON should be the trade union of choice not just for LGBT+ people but for all people.

Conferences requests the national LGBT+ committee to:

1. Continue to actively work with and proactively encourage branches and associated partners to promote UNISON membership for LGBT+ employees;
2. Support the research of members for their experience in seeking employment, as well as their experiences during interview;
3. Support the use of the research to enable UNISON branches and LGBT+ groups to help continue to fight discrimination of LGBT+ workers on a national, regional and local level by lobbying Members of UK Parliament, Members of the Senedd, Members of the Scottish Parliament and Members of the Legislative Assembly in Northern Ireland; and,
4. Support branches (if required) to raise awareness of these issues with their employers to enable a better understanding and to stand against LGBT+ discrimination.

**Cymru/Wales region LGBT+ group**

## **11. EQUALITY IS UNISON BUSINESS**

Conference notes that one of UNISON's main aims is 'to seek to ensure equality of treatment and fair representation for all members and to work for the elimination of discrimination on grounds of race, gender, sexuality, gender identity, disability, age or creed'.

To achieve this, UNISON seeks for branches to have equality co-ordinators, whose role it is 'to be the central liaison point for equality in the branch and to distribute information on equality issues'.

An audit in the North West this year identified that less than half of branches had an elected equality co-ordinator, and less than a third had a LGBT+ officer.

Conference believes that if branches cannot recruit to this core officer position, then it will be that much more challenging for self-organised groups to develop and flourish, and it will be less likely that those branches will consider the equality dimension to bargaining work, including bargaining for LGBT+ and trans+ policies with the employers they organise in.

Conference therefore calls on the national LGBT+ committee to:

1. Work with the national Black members' committee, the national women's committee, the national disabled members' committee and the national young members' forum to develop and deliver a campaign about why equality is UNISON business, including highlighting the resources available to activists, celebrating where UNISON has successfully made work better for those with protected characteristics and demonstrating the opportunities available to members if they choose to get more involved with UNISON;
2. Consider how training and workshops that are delivered to LGBT+ members and officers can be shared with all UNISON activists, which could include running a national LGBT+ awareness session;
3. Produce a series of articles showcasing a diverse range of equality coordinators, exploring why they became activists, what they've achieved and what equality means to them.

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

## **12. MAKE 2024 THE YEAR OF LGBT+ WORKERS**

Conference acknowledges that one of UNISON's strengths lies in its recognition of the value and unique experiences LGBT+ people bring to the workplace and to our union and commends the work of UNISON's LGBT+ committee to raise the profile of its LGBT+ membership across the United Kingdom (UK).

Despite the work that has been done and the work of organisations such as Stonewall in the UK, many LGBT+ people still do not feel able to disclose their sexual orientation and/or gender identity at work for fear of discrimination and still some are even encouraged to hide their identity at work.

Although the best employers recognise the value in taking proactive steps to create inclusive workplace environments, all too often, LGBT+ employees still face barriers including little confidence in bullying reporting procedures, a lack of visible senior LGBT+ role models and a lack of visible senior support for LGBT+ equality and inadequate policies.

Conference observes that there is no requirement for employers to report on the numbers of LGBT+ people they employ or the LGBT+ pay gap. We need an understanding of how many of our members are LGBT+, the barriers they face and how both austerity and the pandemic has impacted LGBT+ people in the workplace if we are to provide our activists relevant training to support our LGBT+ membership in the workplace.

Conference calls on the national LGBT+ committee to seek support from the union to make 2024 the Year of LGBT+ Workers, in UNISON and to seek



support from the Trades Union Congress and other unions to support the initiative. As part of that Year Conference calls on the national LGBT+ committee to work with UNISON:

1. To develop and deliver events and activities to mark the Year of LGBT+ Workers that:
  - A. Celebrate the successes and contributions of LGBT+ people in the workplace;
  - B. Challenge societal and environmental barriers to employing LGBT+ people;
  - C. Showcase success stories and visible role models.
2. To undertake a survey of our membership to determine the number of members who self-declare as LGBT+ and the barriers they face, and to report on the findings;
3. To undertake an audit of LGBT+ related training available across UNISON and to map the density of activists trained across each of our regions and to report on the findings;
4. To encourage branches to share experiences, both good and bad, to provide learning opportunities for our activists when supporting LGBT+ members at work and to encourage branches to press for meaningful work and progression opportunities for LGBT+ members.

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

### **13. INCLUSIVE DATA COLLECTION REFORM FOR AN INCLUSIVE UNION**

Conference notes that in line with UNISON's commitment to equalities all delegates to conferences are asked to record their identity with surveys that provide limited terms that fail to provide the option to represent all identities within the LGBT+ umbrella. In previous conferences, the terminology used in data collection surveys only recorded the categories gay, lesbian and bisexual, with any other identities being relegated to the 'other' category.

Particularly with regards to our transgender community, who have recently been the target of increasing hostility and backlash from United Kingdom press and political organisations, their lack of recognition within our own conference data questionnaires feels like a glaring omission of some of our most valuable yet politically vulnerable members. This lack of options can leave delegates who do not identify with these pre-determined categories as feeling 'othered' and invalidated.

Conference recognises that for the national LGBT+ conference to be truly LGBT+ inclusive, our identity surveys should reflect the diversity of the membership in the categories offered. Consideration should therefore be given to the advancement in our understanding of LGBT+ issues since this was last reviewed. Conference therefore acknowledges that people may identify with categories such as queer, pansexual and asexual, as well as acknowledging that there exist a broad range of identities on the sexuality and gender spectrums that are not confined to these categories.

Conference further notes that this topic was extensively researched and developed by the Office for National Statistics in advance of the 2021 Census, which explored how to collect data on these subjects in a way that both furthers inclusivity in monitoring information whilst also complying with existing legislation.

Conference therefore calls upon the national LGBT+ committee to:

1. Consider adding additional categories as well as the possibility to self-describe to questions regarding sexuality in conference equality surveys alongside the existing categories of gay, lesbian and bisexual;
2. Consider the addition of categories and possibility to self-describe in questions regarding gender for conference equality surveys to reflect transgender and non-binary identities;
3. Consider the option of intersex on questions regarding biological sex alongside existing options;
4. Consider the use of LGBT+ categories in data collection in the wider union and produce a report on how these can be improved;
5. Work with the other equalities strands to consider data collection for marginalised identities across UNISON;
6. Produce a guide of best practice advising on how employers can improve categories for LGBT+ people in data collection whilst maintaining compliance to the Equality Act.

**Surrey County branch LGBT+ group**

## **CAMPAIGNING**

### **14. IMMEDIATE BAN ON ALL FORMS OF CONVERSION THERAPY**

Conference notes with regret that although the United Kingdom (UK) government has proposed a ban on conversion therapy for sexual orientation, it remains in place for gender identity and/or gender expression in adults 'if they've consented and haven't been coerced.'

Conversion therapy is a pseudoscientific practice which attempts to repress or change the sexual orientation or gender identity of a person to align with heterosexual and/or cisgender 'norms'. It is neither therapeutic nor morally just and is often practiced by people who are not licenced mental health professionals.

Conference acknowledges the damage this practice has had on generations of LGBT+ young people and adults. It especially targets them when they are at their most vulnerable, with many experiencing trauma leading to self-harm, eating disorders, mental ill-health, attempted suicide and suicides as a result.

We acknowledge the Memorandum of Understanding that national health service (NHS) England and NHS Scotland co-signed along with many other organisations which states "...that the practice of conversion therapy, whether in relation to sexual orientation or gender identity, is unethical and potentially harmful." In addition, the chair of the British Psychological Society's sexualities section, said: "Clinicians can still help people fully explore their gender identity where appropriate but it's time for this unacceptable and harmful practice to end."

This abusive practice must be brought to an end for all LGBT+ people. It is a significant public health and a human rights violation. We call for a total legal ban and the criminalisation of those who undertake any form of conversion therapy immediately. There is no place for conversion therapy in the UK. Such practices are discriminatory and harmful to LGBT+ people.

We call on the UK government, and the governments of the devolved nations, to fulfil their promises of banning all forms of conversion therapy.

Conference calls on the national LGBT+ committee to:

1. Continue to support campaigns calling for the end to all forms of conversion therapy;
2. Work with the national executive council (NEC), service groups and branches to raise awareness of the damage that conversion therapy does and encourage them to support end conversion therapy campaigns through the national LGBT+ committee's trans equality campaign;
3. Lobby the UK government and devolved governments and administrations to criminalise and ban conversion therapy for gender identity and/or gender expression;
4. Continue to work within UNISON structures to seek that healthcare regulators and education providers ensure that LGBT+ healthcare needs are included in all accredited education/training programmes.

**National LGBT+ committee**

## 15. BAN CONVERSION THERAPY NOW!

Conference welcomes the partial ban on conversion therapy announced in the Queen's Speech in May 2022 that targeted 'abhorrent conversion therapy practices'. Not abhorrent enough to extend to our trans siblings over 18. Apparently, the rights of trans people are part of a 'balancing act' that needs 'careful management'. Not empathy, not protection, but 'careful management'.

Trans people are receiving escalating and sustained attacks on their rights. The toxic debate ignited by the United Kingdom (UK) government's consultation on reforming the Gender Recognition Act has intensified, supported by high profile celebrities and government ministers.

Trans people are at a greater risk of experiencing the harmful and degrading practices involved in conversion therapy. Trans people don't need careful management, they need protection.

1. Ban Conversion Therapy found 13% of transgender people have been through conversion therapy, while 7% of LGBT+ people as a whole have had similar experiences;
2. The UK government's 2018 National LGBT Survey found that trans respondents and respondents from some ethnic minority backgrounds were twice as likely to have undergone conversion therapy as other respondents;
3. A 2018 study published in the American Journal of Public Health found that LGBTQ+ young people who had been exposed to conversion therapy were more than twice as likely to report attempting suicide following the experience;
4. The American Psychological Association has also linked conversion therapy to depression and suicidality in survivors.

Conference emphasises the fact that conversion therapy has no legal, medical, or professional standing. It is pseudoscience, based on hatred and malice towards LGBT+ people and it has no place in our society in any shape or form.

While the majority of people still get offered conversion therapy by a faith group or organisation, it is also offered by family members, community members and even medical professionals. The partial ban allows for 'non-physical' conversion therapy for trans people over 18 if they 'consent'. An 18-year-old (or a LGBT+ person of any age for that matter) can still easily be made to feel obliged to undergo conversion therapy. They are incredibly vulnerable, and are often subjected to discrimination and abuse because of who they are. Why wouldn't you consent to please your relatives, or to reconnect with your community? Survivors know that consent is a sham, and coercion and control contribute to internalised shame and fear.

Conversion therapy is a stain on our so-called civilised society and Conference calls on the national LGBT+ committee:

- A. To work with Labour Link to develop a lobbying strategy aimed at amending the legislation to include all forms of conversion therapy;
- B. Produce and promote materials to highlight the issues surrounding conversion therapy;
- C. Work with regional LGBT+ self-organised groups (SOGs) to explore ways to support members who have been exposed to conversion therapy.

### **South East region LGBT+ group**

## **16. COMBATING ANTI-TRANS NARRATIVES IN THE MEDIA**

Conference notes that the trans community has seen an escalation in the volume and the toxicity of anti-trans articles across all media platforms in recent years, to a level now that is almost beyond comprehension.

While the initial increase was commonly attributed to the United Kingdom (UK) wide rise in negative sentiment shown to all minority groups during the Brexit campaign, for trans people, the impact of the decision of Theresa May's government to hold a public consultation on reviewing the 2004 Gender Recognition Act (GRA) was clear.

This proposed GRA review saw several campaign groups established with the sole aim of opposing any reform. Over the last 7 years, these groups have secured funding to lobby Members of Parliament and prominent public figures.

According to trans activist @mimmymum, over the last 7 years there has been an average of 154 articles on trans people published every month by the UK's media (excluding LGBT+ media).

That means there has been 13,015 articles published in the UK news media on trans topics between 2015 and 2022 and just in May 2022 there were over 16 a day.

The Daily Mail alone published 163 trans related articles during May 2022. This is in respect to a community that makes up less than 1% of the population.

Conference notes that this staggering number of articles are primarily used to generate fear, disgust and mistrust of the trans community. This consistent negative press has resulted in a false air of legitimacy to the claims of the anti-trans campaign groups who have been working to remove the rights of trans people.

They have influenced several government ministers and other politicians from

across all parties (and in both houses) to the extent that these Parliamentarians now openly support the idea that trans people should not be given access to single sex spaces. In fact, the rights of trans people has become such a talking point for certain sections of our society that every candidate in the latest Conservative Party leadership election campaign thought it necessary to take an anti-trans stance and include this in their list of priorities to address should they become Prime Minister.

Conference believes that while UNISON is a proud and passionate supporter of trans rights, we still have work to do across the wider trade union movement to combat the anti-trans rhetoric and calls on the national LGBT+ committee to:

1. Work with the national executive committee and service group executives to encourage members to enrol in UNISON's trans ally training, which highlights the media's role in exasperating transphobia;
2. Add an objective to the national LGBT+ committee's trans equality campaign to combat anti-trans narratives in the media and devise a factsheet with information about what members can practically do to help;
3. Seek to work with the Trades Union Congress' LGBT+ committee to counter anti-trans narratives in the media.

### **Transgender members' caucus**

## **INTERNATIONAL**

### **17. SUPPORT FOR LGBT+ COMMUNITIES IN UKRAINE**

LGBT+ people in the context of the war in Ukraine, like everyone, have many reasons to stay in Ukraine or to leave the country. Like their fellow citizens, LGBT+ people are staying, supporting each other, providing mutual aid, and fighting against the Russian invasion. LGBT+ people, however, face additional barriers to fleeing the country, including structural homophobia and transphobia.

Under martial law, all Ukrainian citizens with a male gender marker on their identity documents, including men - cisgender (cis) and transgender (trans) - and some trans women and non-binary people, are not allowed to leave the Ukraine. While some trans people are serving in the armed forces, being professional soldiers or having taken up weapons to defend the country in the current war, others are not in a position to do so, either because of general (mental) health problems making them unfit to fight, or because the threat and/or experience of transphobia, discrimination and violence in the military.

With certain diagnoses, such as personality and emotional disorders, eating disorders, non-addictive substance disorder, confirmed by the Military Medical Commission, men over 27 can also receive a white ticket allowing them to leave the country. LGBT+ organisations in the Ukraine report that gay, bisexual, trans

and intersex men are scared to seek such a diagnosis that would ensure them the white ticket to leave the country based on their mental health status, as they are afraid of discrimination and rejection based on homo- and transphobia from the Military Medical Commission.

Trans women face a unique obstacle in that, due to lack of access to legal gender recognition (LGR), they have legal documents not matching their gender identity and the male gender marker in their documents means they are falling under the martial law and refused to leave the country, in a clear display of discrimination on the grounds of gender identity. The fact that trans women are facing severe restrictions while cisgender women can cross the border without restrictions, is a discrimination against trans people. This provision indicates that Ukraine does not accept the right to self-determination and gender identity.

Pathways to access LGR for trans people have been largely non-functional since early 2020. Given that the only way for a trans woman to flee legally is to have had her legal gender change via LGR. They also need to obtain a diagnosis of “gender identity disorder” and all trans women with a male gender marker are also required to present to the Military Medical Commission who do an assessment without any expertise in trans healthcare.

Conference therefore asks the national LGBT+ committee, working with the national executive council and international department to:

1. Seek appropriate ways to show solidarity with LGBT+ communities in Ukraine;
2. Lobby the United Kingdom governments to make explicit provision for LGBT+ Ukrainian government resettlement schemes;
3. Liaise with Transgender Europe (TGEU) with their work in Ukraine;
4. Work with Labour Link to raise these issues with the Labour Party.

**National LGBT+ committee**

## **RULED OUT OF ORDER**

### **TRANS RIGHTS IN NORTHERN IRELAND**

Conference is concerned at the disparity in trans rights for people in Northern Ireland when compared to the rest of the United Kingdom (UK) and Ireland.

Conference notes with concern that an individual cannot apply for a Gender Recognition Certificate (GRC) if they are married, or in a civil partnership in Northern Ireland, therefore making it difficult to apply for jobs and medical treatment without having to disclose their transgender status, while there is very

little non-binary identification recognition available for non-binary people in Northern Ireland.

Conference also notes with concern that trans people in Northern Ireland also have problems in applying for social housing as transphobia is not recognised by the Northern Ireland Housing Executive, on housing application forms, to gain social housing points.

Conference notes that this disparity in trans rights for people in Northern Ireland is also stark when compared to trans people in the Republic of Ireland where, since 2015, transgender people in self-declare their gender for the purpose of updating passports, driving licences, obtaining new birth certificates, and getting married. In 2021, the Irish state approved 195 gender recognition certificates, the highest number in any year since the provision to legally change gender was introduced in 2015.

Conference is gravely concerned at how far behind Northern Ireland is regarding trans rights and calls on the national LGBT+ committee to:

1. Lobby, alongside the regional LGBT+ committee, for changes in the law to allow married people to access a GRC;
2. Lobby, alongside the regional LGBT+ committee, for changes in the law to allow transgender people to self declare their gender;
3. Call on the Northern Ireland Housing Executive to recognise transphobia on housing application forms.

#### Conversion Therapy

Conference believes that LGBT+ people have nothing to be ashamed of, there is nothing wrong or broken about who we are and we do not need 'fixed'.

Conference notes with concern that the practice of conversion therapy including medical, psychiatric, psychological, religious, cultural and any other interventions that seek to change, "cure" or suppress the sexual orientation and/or gender identity of a person, continues to be legal in England, Wales, Scotland and Northern Ireland.

Conference notes that the UK Government's National LGBT+ Survey found that 7% of LGBT+ people, 10% of asexual people and 13% have been offered or have undergone conversion therapy.

Conference notes with regret and concern the plans from the UK Government to implement a ban on conversion therapy which does not outlaw conversion therapy on the basis of gender identity. Conference believes that a ban that



does not include transgender and non-binary people is unacceptable and is not a real ban.

Conference also notes that this ban would only be in place in England and Wales.

Conference welcomes the vote by the Northern Ireland Assembly in support of ending Conversion Therapy and the commitment by the Scottish Government to introduce legislation by the end of 2023 which will end conversion therapy practices.

Conference is concerned that the devolved Governments will take lead from Westminster and fail to include a ban on conversion therapy on the basis of gender identity.

Conference calls on the national LGBT+ committee to:

1. Support the work of campaign groups to end conversion therapy on the basis of sexual orientation and gender identity, including Stonewall and similar campaign groups in the devolved regions;
2. Lobby the UK Government to include a ban on conversion therapy on the basis of gender identity in their legislation;
3. Work with regional LGBT+ groups to ensure legislation is proposed in Scotland and Northern Ireland outlawing the practice of conversion therapy across the UK.

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

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

### **UNISON AND THE LABOUR PARTY – ONE VOICE ON TRANS INCLUSION**

There is an increasing toxicity, which has been emerging for some time now, within the Labour Party on the inclusion of transgender members of the Party, in particular, trans women who are being subjected to abuse which is in essence transphobia.

A significant number of our trans comrades are also members of UNISON. A toxic narrative has been circulated on many levels within the Labour Party for some time now and is no less than transphobic.

We who are Labour Party members and pay the Labour Link levy through UNISON have had enough of a failure on the part of the Labour Party to act decisively against Party members who behave in a discriminatory way against our trans members and comrades.

This conference notes that this is highlighted further in other CLP's across the country and is resulting in a desensitising of the painful issue many trans people face during and after transition.

We call upon the national LGBT+ committee the following;

1. Ask our Labour Link delegates in the national LGBT+ committee to meet with the National Labour Link Forum with a view to the National Labour Link forum to meet with the relevant Labour Party officials on our concerns and actions they will take as a result;
2. To remind all UNISON representatives, across the union, of their roles and duties in challenging all forms of discriminatory behaviours and in particular blatant transphobia;
3. That the LGBT+ committee should report back on progress on the above bullet points.

#### **Haringey branch LGBT+ group**

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

#### **WORKING FROM HOME MOTION**

The COVID-19 pandemic has forced many workers into a situation of working from home. This has had various effects on individuals, for many their experience of working from home is shaped by their socio-economic position. This includes sexuality, gender identity, gender expression, as well as other co-related factors. This may mean that working from home has proved to be an improvement, compared to their previous working arrangements, however this isn't the case in all circumstances.

The technology for working from home has been available for employers for many years. However, this hasn't been available to most workers. This has been for numerous reasons, majority of which have been business attitudes towards workers and an ingrained lack of trust away from the controlled environment. The unravelling pandemic forced employers who wished to stay afloat, to implement the relevant systems and to provide workers with the tools to complete their duties effectively. This has highlighted substantial benefits to many LGBT+ workers who have been subjected to discrimination in their everyday working environment, showing increased productivity, reduced sickness absence, decreased mental health issues relating to homophobia and transphobia in the workplace, while in the process countering potential accessibility and necessary reasonable adjustments in the workplace which, while legal requirements, have a potential to further isolate and emphasise needs within the working environment. This is clear evidence that having a permanent option to work from home for many is certainly a practical option.

Sections of the LGBT+ community are subject to a variety of basic inequalities. From something as simple as using the correct bathroom to being mis-gendered daily by transphobic colleagues. This isn't only degrading, it causes insurmountable distress and adverse effects on mental health.

Conference, we are aware that while there can be benefits to LGBT+ people working from home, there may be unintended adverse effects. This has been reflected in the marked increase of domestic violence in partnerships throughout the pandemic. As this is the case there needs to be an individual assessment and decision rather than a blanket policy approach by employers.

We call on the national LGBT+ committee to work with regions and regional service groups to set out working from home (WFH) guidance and bargaining tools with the following key elements:

1. WFH assessments, so that LGBT+ workers can be evaluated transparently and individually, to a fair and accountable standard if wanting to work from home;
2. Allow workers to opt out of WFH wherever possible, without having to give a reason;
3. WFH should be seen as a reasonable adjustment for LGBT+ workers across the workforce and be available to all, regardless;
4. To monitor developments in relation to post-COVID-19 home working arrangements.

#### **Yorkshire & Humberside region LGBT+ group**

This motion was ruled out of order as it called for action beyond the remit of the national LGBT+ committee.

### **BUILDING UNISON LESBIAN, GAY, BISEXUAL AND TRANSGENDER PLUS (LGBT+) MEMBER RECRUITING AND ORGANISING FOR THE FUTURE**

After more than 12 years of a Conservative government, with relentless attacks on the trade union movement; no end of austerity; a cost-of-living crisis and real pay declining for over a decade, we need to redouble our efforts to recruit and organise LGBT+ members in UNISON.

UNISON national LGBT+ committee has produced a range of resources to support the recruitment of new members and development of LGBT+ activists which spotlights best practice from region and branch LGBT+ self-organised groups (SOGs). These include 'Putting politics back into Pride – a UNISON practical guide to recruiting and organising'; the 'Digital organising for LGBT+ equality guide' and an array of factsheets to support the development of branch LGBT+ officers and SOGs. However, Conference notes, that many activists are

still unaware of these fantastic resources despite us making these publicly available on our website: [www.unison.org.uk/out](http://www.unison.org.uk/out).

These tools provide easy to use and adaptable approaches which can be used by branches and regions to recruit new LGBT+ members to UNISON both in the workplace and in the community. These resources are 'living documents' which continue to be added to and refreshed as best practice is shared. We need to highlight these resources and make use of these at every level.

We regularly see our branch LGBT+ officer training over-subscribed and many new activists attending our branch LGBT+ SOG drop-ins at this conference each year. To support new activists between these events, the national LGBT+ committee has, this year, developed a series of online training modules as an introductory stepping-stone into more formal training.

It is essential that we loop new LGBT+ members into our work, noting that our window to activate members is often short and that we need to make every contact count. Whether that is recruiting a member at Pride and remembering to get them to follow our social media accounts or signing them up to our mailing lists; to offering flexible training at both a national and regional level to support activist development; and highlighting how they can be involved at every level of our union, from branches, regions and or bi+; trans; Black; disabled; women and young member LGBT+ national networks.

Conference therefore calls on the national LGBT+ committee to work with regional LGBT+ groups as appropriate to:

1. Give high priority to the recruitment of LGBT+ workers into UNISON and of LGBT+ members into the LGBT+ SOG;
2. Continue to promote and publicise the guides and factsheets to members, and share best practice in recruitment and organising LGBT+ members;
3. Encourage more experienced activists to offer guidance and support to new activists through regional groups and national networks;
4. Promote social media and mailing lists as a method of staying in contact with LGBT+ members between events; and,
5. Promote the vital importance of self-organisation and encourage the development of branch LGBT+ groups.

**National LGBT+ committee**

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

## **SELF-ORGANISATION: NOTHING ABOUT US, WITHOUT US, IS FOR US**

Conference applauds UNISON's national delegate conference (NDC), which recently unequivocally re-asserted the union's commitment to fair representation.

Rule D5.2 of the UNISON Rulebook observes that self-organisation assists the union:

1. Promote the union's equalities and bargaining agenda;
2. Defend jobs, terms and conditions and services;
3. Build its density and have a strong and dynamic presence in the workplace.

Conference re-affirms we are a union that prides itself on pioneering an equalities agenda, the principles of proportionality and fair representation, and creating a self-organised structure.

However, developing arrangements in some areas may undermine the union's self-organised approach to equalities. This includes for example:

- A. The Branch Support and Organising Fund Guidance that fails to give LGBT+ members a voice in regional funding decision-making processes, which undermines the principle of fair representation;
- B. The disparity across regions in relation to funding allocation and the initial funding proposal that prevented LGBT+ members' self-organised groups access funding autonomously;
- C. Proposals in some regions to create equality liaison groups in such a manner that may undermine the present self-organised structure, dilute the distinctiveness of self-organised groups, and pull self-organisation under a generic equalities umbrella.

Conference is aware that combined these reflect the undermining of UNISON's approach to self-organisation, whether intentional or not.

Conference observes that the union's present approach to self-organisation has served us well, aligning to an equalities agenda but led by self-identity that recognises the distinctiveness of each strand in terms of the issues, concerns and interests affecting that membership while supportive of the principle of intersectionality in common areas of interest or concern. Conference views any step to change this as regressive.

Conference instructs the national LGBT+ committee to:

- I. Re-affirm its support to self-organisation through the current existing constituted structures;
- II. Collate feedback from each regional self-organised LGBT+ committee on current practice within their respective areas in relation to their funding, organising, and governance structure and to produce a report prior to UNISON's next NDC in June 2023, for circulation to each regional self-organised LGBT+ committee;
- III. Discuss the issue with UNISON's other self-organised national committees and produce a summary report prior to UNISON's next NDC in June 2023, for circulation to the national LGBT+ committee in order that it may consider the findings and that it's regional representatives may report back to their regions.

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

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

### **UNISON ACTIVISTS AND MENTAL HEALTH CRISIS**

Increasingly, branch activists and lay officials are finding themselves suffering extreme levels of stress and anxiety when dealing with the increased caseloads needed to support members. There are also fewer LGBT+ activists than the LGBT+ specific cases received in many branches.

Further attacks on facility time have reduced this number even further as home life for many is harder with some needing to take second jobs to stay afloat. In more and more cases our representatives for the LGBT+ community are being placed under extreme personal pressure by employers.

We need to be fit and well both physically and mentally in order to represent our members. As we all know some cases hit harder than others and stay with us for longer such as members who are also potentially suffering poor mental health, delayed life-threatening diagnoses, members needing additional support to escape a domestic violence situation or LGBT+ members affected by the current cost of living crisis.

In all service groups, reports of activists and members being targeted by management with policies such as sickness/absence or code of conduct that HR (human resources) and management are forcing them to into using fabricated situations, sometimes as a result of extreme interpretations of said policy or the policy being twisted to suit the intended outcome. Should the unthinkable happen and the member be dismissed as a result of these actions, there should be no doubt in their minds, they will get the full support of our union by representatives who can think and work effectively on their behalf.

This is a growing issue in our union and one we should be concerned with, as

we've seen before with the fire and rehire tactics employed by British Airways in 2021. Once one major employer gets away with this legal but completely immoral act, this opens the floodgates as in this situation with British Gas and P&O following their example, using fire and rehire to fire staff and rehire on hugely inferior contracts, stripping away most if not all previous benefits and terms of employment hard won during previous contract dispute negotiations by unions.

What can we do when facing these challenges in our service groups?

Where do we go as activists for support when we need it?

Therefore, we call upon the national LGBT+ committee to:

1. Work with the national executive council to produce specific guidelines on dealing with support for stewards and activists;
2. Look at providing resources to promote mental health first aid training to activists in UNISON and appointing mental health champions at branch level to support both activists and lay members alike.

#### **Yorkshire & Humberside region LGBT+ group**

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

### **LOCAL GOVERNMENT ACTION TO BAN TRANS CONVERSION THERAPY**

This Conference recognises the current relentless attack upon trans people's civil liberties and human rights that this government is supporting and being party to. One area of attack that has received almost universal condemnation has been the refusal of this government to completely exclude trans people from the abhorrent practice of conversion therapy.

This is despite the government previously stating its intent to ban conversion therapy, accepting that it has no place in our society. The government proposed a bill in 2021 for a complete ban, making it an "offence for any person to practice, or to offer to practice, conversion therapy."

Conversion therapies attempt to 'treat' or 'cure' sexual orientation or gender identity that is considered inferior. The National Health Service has signed a Memorandum of Understanding, along with psychology and counselling bodies, to state that the practice of conversion therapy can be harmful and should not be followed.

Government research shows 7% of LGBT+ people have been offered or undergone conversion therapy. Research also shows the rate is considerably higher for trans individuals, LGBT+ individuals who are also disabled, from an ethnic minority and aged 18-24.

Currently conversion therapy is still legal in the United Kingdom.

In May 2022, the government reversed plans to ban all conversion therapy. The new bill, announced in the Queen's Speech, only related to banning conversion therapy in relation to sexual orientation, and only in relation to under-18s, and over-18s who do not give consent and are coerced or forced. The revised bill excludes the banning of transgender conversion therapy, saying it will be considered separately.

While the government would like us to believe that the issue of trans rights is an important area of discussion for the general electorate, we know that this is not true. It is commonly recognised that the vast majority of the public view trans people and their rights quite positively. With some research claiming up to 80% of the public are positive.

While central government may choose to ignore the plight of trans people, pressure can be brought to bear, by utilising the democratic processes in local government. As such, Conference calls upon the national LGBT+ committee to:

1. Draft a model motion for use by local government councillors asking their council to write to the Prime Minister calling for a full ban on conversion therapy for all trans people;
2. Work with UNISON's local government service group executive, to encourage all UNISON local government branch secretaries to contact their councillors with a view to them submitting the motion to a full council meeting.

### **Transgender members' caucus**

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

### **KILL THE BILL 2022**

This conference affirms our opposition to the United Kingdom (UK) government's proposed Police, Crime, Sentencing and Courts Bill and recognises the bill was an attack on fundamental human rights in the UK.

Conference acknowledges the potential impact the bill, if passed in its entirety, could have on under-represented communities in their ongoing efforts to organise and campaign for greater equality and to continue to fight against discrimination and inequality in society.

Conference recognises the bill, as originally proposed, could lead to the criminalisation of those involved with and participating in long standing peaceful protests such as Pride and Black Lives Matter and notes its opposition to any such move by the UK government.



Conference further recognises that although the proposed legislation would only affect England and Wales, with many aspects of equality legislation held under the remit of Westminster, any attempts to curb peaceful protest will impact on under-represented communities across the whole UK.

Conference welcomes the recent vote in the House of Lords which removed some of the more draconian powers potentially being made available to police in relation to how protests considered noisy or disruptive could be managed, including potential arrests, however, acknowledges the debate surrounding the bill remains ongoing, including the potential reintroduction of the measures voted down previously in the House of Lords.

Conference calls on the national LGBT+ committee to:

1. Work with other relevant parts of UNISON and self-organised groups to understand concerns surrounding the Police, Crime, Sentencing and Courts Bill;
2. Provide activists with information and resources to oppose the bill;
3. Work with Labour Link to lobby UK Parliament and affirm our opposition to the bill;
4. Support the Kill the Bill campaign and protests opposing the bill.

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

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

#### **UK GOVERNMENT'S LGBT ADVISORY COMMITTEE**

After the resignation of three key members of the United Kingdom (UK) government's LGBT (lesbian, gay, bisexual and transgender) advisory committee in March 2021, the then Equalities Minister wrote to remaining members disbanding the committee in April 2021.

In that letter Liz Truss MP said: "I will also be shortly making an announcement concerning the International LGBT Conference and convening a new body that will take international LGBT rights forward." This conference was then cancelled due to many organisations declining to attend in relation to the UK government's policy on conversion therapy.

Since this date, there has been little or no movement in re-establishing the government LGBT advisory committee within government. As a result of this, key commitments from the UK government LGBT Action Plan remain incomplete. This includes the delivering of an effective ban on conversion therapy across the whole LGBT+ community.

The pandemic has only deepened the inequalities that LGBT+ people experience, particularly in mental health and the voice of LGBT+ people is not being heard in government leaving key issues unsupported.

We instruct the national LGBT+ committee:

1. Encourage branches to support the reinstatement of the UK government LGBT advisory board;
2. Encourage branches to support key elements of the UK government's original LGBT Action Plan;
3. Seek to work with Labour Link to petition the UK government to reinstate the LGBT advisory board.

#### **Eastern region LGBT+ group**

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

#### **LGB ALLIANCE 'CHARITABLE STATUS'**

Wording not printed on legal advice.

#### **South East region LGBT+ group**

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

#### **TROUNCE THE TORIES**

Conferences notes that LGBT+ rights have been gradually eroded during the 10+ years of the Conservative Party being in power. This includes:

1. A sustained attack on trans and non-binary rights by 'gender critical' campaigners, who have had support from a number of Tory MPs and ministers;
2. A policy of deporting LGBT+ asylum seekers to Rwanda, a country with less LGBT+ rights than some of the countries people have fled from;
3. A botched consultation over the proposed banning of conversion therapy, with significant escape clauses for religious organisations.

This year, the United Kingdom fell to 14th place in the ILGA Europe 'Rainbow Europe' report, "as evidence was brought forward this year that the equality body is not, as set out in its mandate, effectively protecting on the grounds of sexual orientation and gender identity."

The message is clear, LGBT+ people cannot rely on the Tories to advance equality.

Conference therefore calls on the national LGBT+ committee to:

- A. Produce and publish a range of resources to demonstrate what the decline in LGBT+ equality has looked like over the last 10+ years;
- B. Engage with branches, regions, nations and caucuses to develop and launch a manifesto for LGBT+ equality;
- C. Start discussions with the Labour Link Forum and LGBT+ Labour about how the above resources can be used to engage with Labour politicians.

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

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

#### **MAKE PRIDE FOSSIL FREE**

This Conference notes:

1. That climate change is a pressing issue for the global trade union movement;
2. That our own union has adopted robust policies on fighting climate change;
3. That mainstream Pride events in the United Kingdom (UK) have taken sponsorship money from corporations involved in fossil fuel extraction, and the banks that fund them;
4. That corporations involved in anti-worker, anti-climate practices such as fossil fuel extraction are using Pride events to sanitise their image and to pinkwash their dangerous and exploitative practices;
5. That Sadiq Khan, Mayor of London, is recently on record as supporting the goal of the new Fossil Free Pride campaign to ban fossil fuel extractors and banks from future Pride events.

This Conference believes:

- A. That the global trade union movement has immense collective power to force states and corporations to act to prevent runaway climate change;
- B. That UNISON, as the largest trade union in Europe, has a responsibility to campaign on climate issues as a trade union issue;

- C. That Pride events should not be co-opted by exploitative corporations to sanitise their image – Pride is a protest for liberation from oppression, not a marketing opportunity for multinational corporations involved in anti-worker, anti-climate practices.

This Conference resolves:

- I. To work with all the appropriate bodies in UNISON and investigate how we can best support the Fossil Free Pride campaign and publicise its activities;
- II. That UNISON national LGBT+ committee will oppose the involvement of fossil fuel extractors, and the banks that fund them, in all future local, regional and national Pride events in the UK;
- III. To campaign for an end to corporate pinkwashing and greenwashing by fossil fuel extractors, and the banks that fund them, both within the LGBT+ community and in society as a whole.

#### **Camden branch LGBT+ group**

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

### **JUSTICE FOR PALESTINE**

Conference welcomes the comprehensive Amnesty International report, 'Israel's Apartheid against Palestinians: Cruel System of Domination and Crime against Humanity', which sets out how massive seizures of Palestinian land and property, unlawful killings, forcible transfer, drastic movement restrictions, and the denial of nationality and citizenship to Palestinians are all components of a system which amounts to apartheid under international law.

This system is maintained by violations which Amnesty International found to constitute apartheid as a crime against humanity, as defined in the Rome Statute and Apartheid Convention. The Amnesty report reinforces the previous findings of apartheid by the Israeli Human Rights organisation B'Tselem as well as Human Rights Watch and numerous Palestinian human rights organisations.

Conference notes UNISON was one of the first trade unions to respond to the call from Palestinian civil society for Boycott, Divestment and Sanctions (BDS).

Conference therefore welcomes:

1. UNISON's publication of a new version of 'Palestine: is your pension fund investing in the occupation? A UNISON guide to engaging your pension fund';
2. The Palestine Solidarity Campaign (PSC)'s launch of its 'LGPS Divest Campaign' and its continuing work which has included research that found that local government pension funds have £4.4 billion invested in companies it describes as "complicit in the oppression of Palestinians";
3. The United Nations' (UN's) publication of a database of companies involved in Israeli settlements and the call by the UN's Special Rapporteur for Human Rights in Palestine, in a letter late last year to local authorities' pension committee chairs, to "accept their international responsibilities and extricate themselves from any direct or indirect involvement with the settlement economy."

However, Conference is concerned by Robert Jenrick's successful amendment to the Public Service Pensions and Judicial Offices Act, which allows the Secretary of State to issue guidance requiring public service pension funds to invest in accordance with United Kingdom foreign and defence policy.

It is also deeply concerned by the Conservative government's plans to introduce new laws to restrict the ability of public bodies, including local government, to purchase, procure and invest ethically, in the interest of workers and the communities they represent.

Conference instructs the national LGBT+ committee, working with the national executive council and international department as appropriate, to:

- A. Continue to encourage LGBT+ members, branch and regional groups to take up actions in support of Palestinian rights;
- B. Promote UNISON's updated guide 'Palestine: Is your pension invested in the occupation' and the guide for UNISON activists 'Talking about Palestinian rights';
- C. Raise awareness amongst LGBT+ people of the Amnesty International report;
- D. Promote PSC's campaign against the 'anti-boycott' bill;
- E. Continue to publicise the work of PSC and urge LGBT+ members to join.

#### **National LGBT+ committee**

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



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

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

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

- 1.1 These standing orders shall apply to UNISON's national lesbian, gay, bisexual and transgender plus conference.
- 1.2 The standing orders may be changed by conference approving, with a two-thirds majority of those people present and voting, a motion which has appeared on both the preliminary and final conference agendas, except for motions from the Black and disabled members' caucuses or bisexual members' caucus or transgender members' caucus, which may only appear on the final conference agenda. All such motions may be amended in the normal way by simple majority. Standing orders may not be changed by an emergency motion, but they may be temporarily suspended under SO19.

## **SO2 *Standing orders committee***

- 2.1 A standing orders committee shall be formed to assist conference in the running of business. The standing orders committee shall be independent of the national lesbian, gay, bisexual and transgender plus committee and shall be accountable to conference.
- 2.2 Members of the national lesbian, gay, bisexual and transgender plus committee shall not be members of the standing orders committee. Six members of the standing orders committee shall be elected by the national lesbian, gay, bisexual and transgender plus conference. Two members shall be elected by the disabled members' caucus. Two members shall be elected by the Black members' caucus. An equal number of reserve standing orders committee members shall also be elected. At least 50% of places shall be held by women.
- 2.3 Members of the standing orders committee shall hold office from the end of the conference at which they are elected until the end of the next conference.
- 2.4 If a member of the standing orders committee does not attend two consecutive meetings of the standing orders committee then at the following meeting the standing orders committee shall decide whether that member's membership of the committee should be terminated.
- 2.5 If a member of the standing orders committee elected by the national lesbian, gay, bisexual and transgender plus conference resigns or ceases to be qualified to be a member or has their membership terminated under SO2.4 then the standing orders committee shall invite the reserve member who received the highest number of votes to become a member, unless this would mean that less than 50% of places would be held by women, in which case, the standing orders committee shall invite the woman reserve member who received the highest number of votes to become a member.

- 2.6 In the absence of reserve members being elected at the conference, the standing orders committee will have the power to co-opt members to fill any vacancies for the six general seats.
- 2.7 At its first meeting the standing orders committee shall elect two co-chairs, at least one of whom shall be a woman, from amongst its members.
- 2.8 The functions of the standing orders committee, subject to these standing orders, shall be to:
- 2.8.1 ensure that UNISON's rules and these standing orders (relating to the business of the conference in plenary session) are observed, and notify the presiding conference chair of any violation that may be brought to the committee's notice;
  - 2.8.2 draw up the preliminary agenda and final agenda of business to be dealt with at the conference plenary sessions, to be circulated in accordance with the timetable agreed by the national lesbian, gay, bisexual and transgender plus committee;
  - 2.8.3 determine the order in which motions shall be dealt with at the plenary sessions (the "order of business"), subject to the approval of conference;
  - 2.8.4 consider all motions and amendments submitted for consideration by conference and, for the purpose of enabling conference to transact its business effectively, the standing orders committee shall:
    - i) decide whether such motions and amendments have been submitted in accordance with these standing orders;
    - ii) group together motions and amendments relating to the same subject, decide the order in which they should be considered, and whether they should be debated and voted on separately or debated together and voted on sequentially;
    - iii) make such minor wording changes of a technical nature as the committee may consider necessary;
    - iv) prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the committee best express the subject of motions and amendments;



- v) refer to another representative body within UNISON a motion or amendment which in the opinion of the committee should properly be considered there: the mover of the motion or amendment shall be informed of the reason for so doing;
  - vi) have power to do such other things as may be necessary to give effect to these standing orders.
- 2.9 Any decisions of the standing orders committee which are to be reported to conference shall be announced by one of the co-chairs of the committee and shall be subject to ratification by conference.
- 2.10 The standing orders committee may, from time to time, issue guidelines in order to assist with the smooth running of conference. Such guidelines shall be consistent with these standing orders.

### ***SO3 Motions and amendments***

- 3.1 Motions, amendments and other appropriate business may be proposed for conference by branch or regional lesbian, gay, bisexual and transgender plus groups; by the disabled members' or Black members' caucuses, bisexual members' caucus or transgender members' caucus; by the national lesbian, gay, bisexual and transgender plus committee and by the national young members' forum.
- 3.2 Motions, amendments and other appropriate business shall be sent to the designated member of UNISON staff, in order that the standing orders committee may consider them for inclusion in the agenda. The date and time by which motions and amendments shall be received by the designated staff member shall be stated in the timetable published by the national lesbian, gay, bisexual and transgender plus committee.
- 3.3
- 3.3.1 A motion or amendment should normally be moved by a representative of the group proposing that motion or amendment;
  - 3.3.2 In the absence of a representative of the group, the motion or amendment may be moved by another member attending the conference only where prior notification has been given to the standing orders committee, but may not be moved formally from the chair;
  - 3.3.3 In the event of 3.3.2, the presiding conference chair should advise conference of the procedure;
  - 3.3.4 If there is no other delegate to move the motion, then the motion and any amendments to it, falls. If there is no other delegate to move the amendment, then the amendment falls.

- 3.4 Caucuses have the right to self-define in their motions the issues that affect them.
- 3.5 Each motion shall contain no more than 500 words (except composites) and each amendment shall contain no more than 250 words.

#### ***S04 Public and private sessions***

The plenary sessions of the national lesbian, gay, bisexual and transgender plus conference shall meet in public session except that by resolution of conference the whole or any part of a conference may be held in private. In addition to delegates, members of the national lesbian, gay, bisexual and transgender plus committee and members of the standing orders committee, the only people permitted to attend a private session of conference shall be:

- i) such members of staff as have been authorised by the national lesbian, gay, bisexual and transgender plus committee or the UNISON general secretary to attend conference;
- ii) such other people as the conference chair shall determine.

#### ***S05 Speakers at conference***

Only delegates and those people who have the right to attend the national lesbian, gay, bisexual and transgender plus conference shall have the right to speak in plenary sessions. No other person shall be able to speak in plenary sessions unless prior approval has been sought from the standing orders committee. Full time officers shall not be able to speak in debate on motions or amendments.

#### ***S06 Presiding conference chair***

- 6.1 The conference shall be chaired at any one time by one of two co-chairs who shall be members of the national lesbian, gay, bisexual and transgender plus committee or any other member of the national lesbian, gay, bisexual and transgender plus committee as delegated and agreed by the co-chairs of the national lesbian, gay, bisexual and transgender plus committee.
- 6.2 Any procedural motions or points of order raised during conference shall be decided by the presiding conference chair, if necessary in consultation with the co-Chairs of the standing orders committee. The ruling of the presiding conference chair shall be final and binding.
- 6.3 The presiding conference chair may at any time call conference's attention to irrelevance, offensive language, or any breach of order on the part of a member. The presiding conference chair shall have the

power to call any person to order who is causing a disturbance in conference. If that person rejects the presiding conference chair's ruling, the presiding conference chair shall have the right to "name" the person. Conference shall immediately vote on whether or not that person should be named. If conference agrees that the person should be named, the named person shall leave the conference hall for a period determined by the presiding conference chair.

- 6.4 The presiding conference chair may at any time propose that conference be adjourned to a specified time. Conference shall immediately vote on whether or not conference should stand adjourned.

### **S07 Voting**

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

### **S08 Tellers**

Conference shall appoint tellers from amongst those people who are attending the conference. Tellers shall not be members of the national lesbian, gay,

bisexual and transgender plus committee or members of the standing orders committee.

### **SO9 *Withdrawals***

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

### **SO10 *Motions and amendments not on the final agenda (emergency motions)***

- 10.1 A motion or amendment which is not shown on the final agenda (an "emergency motion") may not be considered by conference without the prior approval of the standing orders committee and the consent of conference, which shall be governed by standing orders 10.2 to 10.4 inclusive.
- 10.2 An emergency motion shall be in writing, signed on behalf of the national lesbian, gay, bisexual and transgender plus committee or the branch, region or caucus on whose behalf it is submitted, and sent to the designated member of UNISON staff, so that the standing orders committee may consider it. The date and time by which the emergency motion shall be received by the designated staff member shall be stated in the timetable published by the national lesbian, gay, bisexual and transgender plus committee. The emergency motion shall state at which meeting of the national lesbian, gay, bisexual and transgender plus committee, branch, region or caucus it was debated and adopted.
- 10.3 If the standing orders committee gives its approval to the emergency motion being considered by conference, copies of the emergency motion shall be made available to participants in the conference at least one hour before conference is asked to decide whether to consent to the emergency motion being added to the conference agenda: this decision shall be made under SO2.8.
- 10.4 An emergency motion will not be given a higher place in the order of business over other motions and amendments on the agenda except where the standing orders committee decides that the purpose of the emergency motion would be frustrated if it were not dealt with earlier in the conference.

## **SO11 Procedural motions**

- 11.1 Subject to standing orders 11.2 and 15.3, the following procedural motions may be moved at any time and without previous notice on the agenda:
- 11.1.1 "That the question be now put", provided that:
- i) the presiding conference chair may advise conference not to accept this motion if in their opinion the matter had not been sufficiently discussed; and
  - ii) if the motion is carried it shall take immediate effect subject only to any right of reply under these standing orders.
- 11.1.2 "That the conference proceed to next business" (if the motion is carried the matter being discussed shall immediately fall from the agenda and conference shall proceed to the next item on the order of business);
- 11.1.3 "That the debate be adjourned";
- 11.1.4 "That the conference (or part of conference) be held in private session";
- 11.1.5 "That precedence be given to any particular business set forth on the agenda subject to the provisions of Standing Order 10";
- 11.1.6 "That the chair be challenged" (the presiding conference chair shall stand down and the motion shall be heard by the alternate presiding conference chair: the mover of this motion shall speak for no more than three minutes, and the challenged conference chair shall then have the right to speak for no more than three minutes; the procedural motion shall then be put to the vote without discussion and no amendment shall be allowed. If the procedural motion is approved by conference then the challenged conference chair shall stand down and the alternate presiding conference chair shall remain in the chair).
- 11.1.7 "That leave be given to amend a motion or an amendment with the prior approval of the standing orders committee."
- 11.1.8 That the time limits for speakers be amended.
- 11.2 A procedural motion moved under standing orders 11.1.1, 11.1.2, 11.1.3 or 11.1.5 shall be immediately put to the vote without discussion and no amendment shall be allowed.

- 11.3 The presiding conference chair may at their discretion allow discussion of a procedural motion moved under standing order 11.1.4, and may at their discretion allow amendments to be put.
- 11.4 A person who has already spoken on the motion or amendment in question shall not move a procedural motion under standing orders 11.1.1, 11.1.2 and 11.1.3.
- 11.5 A representative who moves a procedural motion under standing order 11.1.5 shall not speak on any motion or amendment debated as a result of that procedural motion.

### **SO12 Amendments**

- 12.1 When an amendment to a motion is moved no further amendment may be moved until the first one is disposed of, subject to standing order 15.
- 12.2 When an amendment is defeated a further amendment may be moved to the motion.
- 12.3 When an amendment to a motion is carried the motion, as amended, shall become the substantive motion. A further amendment can then be moved to the substantive motion.
- 12.4 A person shall not move more than one amendment to any one motion. The mover of a motion shall not move an amendment to their motion.
- 12.5 The mover of a motion may not "formally" accept an amendment to the motion. Each amendment must be moved separately and voted upon.

### **SO13 Time limits**

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

### **SO14 Points of order**

- 14.1 A point of order may be raised at any stage during conference if it is considered that business is not being conducted in accordance with UNISON's rules or the conference's standing orders.
- 14.2 The point of order must be raised as soon as the alleged breach occurs, or at the earliest practicable moment.
- 14.3 The point of order shall not be debated or amended, and the presiding conference chair shall make an immediate ruling on the point of order under SO6.2.

### **SO15 Grouped debates**

- 15.1 Where in the opinion of the standing orders committee separate debates on specified motions or amendments dealing with the same subject matter would lead to undue repetition, the standing orders committee shall group debates and/or decide on sequential voting.
- 15.2 A grouped debate shall be run in this order:
  - i) The presiding conference chair shall advise conference of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others;
  - ii) All motions and amendments included in the debate shall be moved;
  - iii) The general debate shall take place;
  - iv) The presiding conference chair shall again state the order of voting and shall advise conference which, if any, motions and amendments will fall if others are carried;
  - v) Voting shall take place on motions, preceded by relevant amendments, in the order in which they were moved.
- 15.3 A grouped debate may not be adjourned until all the motions and amendments have been moved.

### **SO16 Reports by national lesbian, gay, bisexual and transgender plus committee**

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

16.2 If the national lesbian, gay, bisexual and transgender plus committee presents a report to conference which contains proposals or recommendations requiring approval and adoption by conference, the committee shall submit the proposals or recommendations as ordinary motions seeking such approval and adoption.

16.3 The committee report shall be circulated prior to conference.

***SO17 Indication and announcement of the national lesbian, gay, bisexual and transgender plus committee's policy***

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

***SO18 Reference***

If at the end of the national lesbian, gay, bisexual and transgender plus conference the business of the conference has not been concluded all motions and amendments then outstanding shall stand referred to the national lesbian, gay, bisexual and transgender plus committee, which shall in due course report to members its decisions on these matters.

***SO19 Suspension of standing orders***

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