



UNISON LGBT+ Loud and Proud

UNISON national lesbian, gay, bisexual and transgender plus committee

Annual report appendices 2022

#ULGBT22

1. Sickness Policy Motion

Calls for employers to include in their sickness policies a specific provision for absences resulting from COVID-19 related illness including 'Long COVID', as well as illnesses and conditions related to lockdown conditions. Especially for LGBT+ people who are already affected by health inequalities.

Action	Update
Promote updated guidance on sickness policies to include COVID-19 absences being exempted from criteria that trigger action under sickness policy.	The LGBT+ national committee has promoted the updated guidance.

2. Mental Health: A trade union issue - Motion fell

Motion raises important points about LGBT+ mental health in the Covid-19 crisis. It recognises that mental health is a workplace issue and calls on conference to do more to support affected workers through negotiation of better sick leave provisions and promote more LGBT+ members to become health and safety representatives.

Action	Update
Promote UNISON's 'Bargaining for Mental Health Policies' guide.	LGBT+ national committee has promoted the policies through social media and through equality updates and e-bulletins
Support LGBT+ members groups in working with their branches to negotiate positive workplace policies addressing and supporting staff mental health and Share examples of best practice and successes in negotiating supportive policies and procedures such as sickness absence policies and policies on reasonable adjustments.	We have shared examples of best practice.
Encourage and support LGBT+ members to become health and safety representatives and promote UNISON's Be on the safe side campaign to LGBT+ members groups.	We have promoted this in our regional LGBT+ convenors' meetings and through each of our caucuses.
Work with the national young members' forum to promote UNISON's	Mental health and bargaining for the mental health of young LGBT+ workers was

campaigning and bargaining work around mental health to young LGBT+ members.	discussed at the first young LGBT+ worker network meeting.
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3. Mental Health and suicide awareness to support LGBT+ members following the Covid 19 pandemic

Covid-19 crisis has exacerbated already the widening discrimination and marginalisation LGBT+ people face when accessing mental health services. Not least because of the reduction of services offered because of austerity. A number of charity organisations are doing important work in tackling mental health and suicide stigma, which UNISON must support. We must also ensure that UNISON’s Bargaining on Mental Health Policies’ are negotiated with employers to ensure members get the appropriate mental health support if they need it.

Action	Update
Promote and publicise UNISON’s ‘Bargaining for Mental Health Policies’ guide.	LGBT+ national committee has promoted the policies through social media and through equality updates and e-bulletins
Promote organisations and charities working in the field of mental health and suicide awareness in regions and ensure their materials are promoted at pride stalls UNISON host.	We regularly promote organisations via social media and have invited many of these organisations to have a stall at the 2022 LGBT+ conference.
Work with service groups to promote and advocate training on mental health awareness and the potential risks of suicide.	The national committee have sought to work with each service group on this topic.

4. Introducing pronouns in the workplace

Many trans and non-binary members feel unsupported in their workplace when it comes to their gender identity. The promotion of regular pronoun use such as on badges, ID cards and email signatures.

Action	Update
Work with branches to promote the UNISON ‘why pronouns are important’ factsheet, urge employers to adopt this policy and work with employers to promote inclusion by utilising UNISON’s model inclusive workplace policies.	Guidance was updated for the trans equality campaign launch. Has been promoted through social media and equality/LGBT+ e-bulletins/mail out to branches

5. Supporting Stonewall and our trans community

Also see motion 10, 11, 14, 15 and 16.

People that define themselves as ‘gender-critical’ are targeting Stonewall over their support for trans people, including our Equalities Minister Liz Truss and are urging organisations to withdraw from the trans inclusive Stonewall Diversity Champions programme. These attacks are unacceptable as they seek to roll back legal protections for trans people. We must stand in solidarity with organisations that defend the rights of trans people and denounce transphobia when we see it.

Action	Update
Continue to denounce the anti-trans position taken by these agitators and support the position of Stonewall.	We called for a boycott of the ‘Safe to be me’ conference after the announcement that trans people would not be included in any conversion therapy ban by the UK Government. We have continued to loudly denounce anti-trans positions through our trans equality campaign.
Encourage branches to urge employers to join the Diversity Champions scheme and to promote trans inclusive policies through negotiation and bargaining	We have encouraged the Diversity Champions programme through our trans ally training.
Work with branches to engage with staff forums to promote the positive aspects of employers being members of the Diversity Champions scheme to promote positive staff cultures and the use of inclusive language and policies.	Through the trans equality campaign, we have sought to engage with branches highlighting the benefits of the scheme and to encourage employers to be part of it. We have also assisted branches where employers have wanted to dis-affiliate.
Ensure intersecting identities are recognised in this work by working by working with LGBT+ national committee caucuses and networks, other SOGs, service groups and equality unit.	Intersectionality has been key to our trans equality work.

6. Make Call centres more trans friendly

Many trans and non-binary are often mis-gendered over the phone when trying to access public services. This mis-gendering can lead to distress of the caller and anxiety about calling such services. The use of more gender-neutral language and phrases will help make the process feel less distressing and more comfortable.

Action	Update
<p>Work with trans caucus and trans members to create an advice sheet on the correct and best practice words and phrases for call centre staff.</p> <p>Stewards to take this advice back to branches and use to assist in the training of call taking staff to help make our public services more accessible.</p>	<p>A draft factsheet has been devised. Once approved, we will publish it on our website and promote through branches and social media.</p>

12. Supporting the mental health of our young people

Mental health issues disproportionately affect LGBT+ young people, who are three times more likely to self-harm and twice as likely to contemplate suicide than their non-LGBT+ peers.

Action	Update
<p>Signpost materials to provide information and support regarding mental health issues in LGBT+ young people to equality co-ordinators and LGBT+ officers in branches.</p>	<p>We have put out information about mental health in our LGBT+ equality e-bulletins and social media accounts.</p>
<p>Work with the young members' forum to campaign and increase awareness throughout UNISON of the struggle of LGBT+ young people with mental health issues.</p>	<p>Mental health and bargaining for the mental health of young LGBT+ workers was discussed at the first young LGBT+ worker network meeting.</p>
<p>Call on branch and regional LGBT+ groups to ensure that they engage with their branches and regions on raising awareness of this issue.</p>	<p>This was raised at regional LGBT+ convenors meetings.</p>
<p>Look into forming a partnership with Just Like Us and encourage members to work with them to empower young people to champion LGBT+ equality.</p>	<p>We have shared things from Just Like Us and encouraged regional LGBT+ groups to work with them too.</p>

14 Next steps in the campaign for trans + and non-binary rights

Also see motion 5, 10, 11, 15 and 16.

Attacks on trans and non-binary people by anti-trans activists are making spaces that were once safe for them, unsafe. Social media has been used to target inclusive LGBT+ activists and public sector organisations. With the UK Government disbanding the LGBT panel and abandoning GRA reform, we need to push for greater rights for trans and non-binary people.

Action	Update
Continue its campaign for positive reform of the Gender Recognition Act	Campaigning work has been highlighted in our trans equality campaign. We have also met with the Labour Party Shadow Secretary of State for Women and Equalities to raise it with her too.
Continue to promote trans + and non-binary rights as a key theme throughout its work for the next year and produce updated campaigning material.	The national committee with the trans equality campaign has updated material – factsheets and communications and has promoted widely.
Support campaigns that call for social media companies to do more about and be held accountable for offensive content produced by its users.	We have supported and will continue to support such campaigns.

15 Condemn the gender critical movement

Also see motion 5, 10, 11, 14 and 16.

The growing right-wing and anti-trans rhetoric under the umbrella term ‘gender critical’ is harmful to trans and non-binary rights and we must condemn and call out actions by transphobic people where we see it.

Action	Update
Condemn this movement at every level in our society, to encourage a show of solidarity towards the trans community, from the trade union movement through the Trades Union Congress.	We put a motion into TUC LGBT+ conference re: trans equality and condemning the gender critical movement, which was carried. The TUC LGBT+ conference motion to Congress was on trans rights.
Continue campaigning for raising awareness of the danger this movement presents to human rights in the UK,	Through our Trans Equality campaign, we have raised awareness risks of the gender critical movement. In the trans ally training,

<p>working with other parts of the union and other organisations as appropriate.</p> <p>Produce campaign and education material that counters misinformation.</p>	<p>there is a section on the misinformation and countering it.</p>
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16 Trans Equality – Louder and Prouder

Also see motion 5, 10, 11, 14 and 17.

The toxic debate that was ignited by the Government consultation on the GRA underlined our need to continue to campaign for trans rights. Anti-trans activists are utilising well-known far-right tactics to spread false information and provoke hatred towards a minority group. As attacks on trans people have escalated and attacks on organisations that support trans rights like Stonewall has risen, we need to be more visible in our support for the trans community and trans rights.

Action	Update
<p>Produce a briefing to help members counter the gender critical narrative and provide information on the links with the far right.</p>	<p>We have a component in the trans ally training about the gender critical movement and countering arguments.</p>
<p>Pledge support to appropriate organisations, such as Stonewall and Mermaids, that are being subjected to attacks because of their work on trans inclusion, and explore ways of working together.</p>	<p>We have pledged support for LGBT+ organisations publicly. The most high profile being when we supported Stonewall in the boycott of the ‘Safe to be me conference’. We have explored ways of working together and continue to through UKAGE.</p>
<p>Raise the issue of links with the far right with the national executive council and explore ways to increase the visibility of UNISON’s support for trans equality.</p>	<p>The NEC are to undertake trans ally training, where three sessions have been set up for them. In these sessions we are exploring different ways that the NEC can support our trans ally campaign.</p>

17 Poor provision of healthcare for trans people

There are fundamental flaws in the provision of health care for trans people. Wait times for the first appointment for gender dysphoria is unacceptably long and there are massive delays in surgery waiting times and in the time gap between gender-affirming surgeries.

Action	Update
<p>Highlight this detrimental change in healthcare provision to trans people.</p> <p>Campaign for improvements in healthcare for trans people, including the training of surgeons within the NHS, and increasing resources for NHS gender identity clinics</p>	<p>There is an article being published in the Out in UNISON Winter 2022 edition on the dire state of trans healthcare in the UK and how we can campaign to improve it.</p>

18 Bi+ inclusion – stronger together

Also see motion 19, 20

Bi+ people experience numerous, distinct types of discrimination. Bi+ people are more likely not to be out to their friends and family because of the prejudice they face, even within the LGBT+ community. To improve this situation, we need to acknowledge that this combination of erasure and harmful stereotypes creates unique problems that must be addressed. We must be more visible in supporting bi+ members and challenging bi+ erasure.

Action	Update
<p>Liaise with the other self-organised groups, regions & branches to recognise and challenge biphobia and to create resources to support this work as part of a wider campaign to recognise and challenge biphobia.</p>	<p>We have updated our bi+ ally factsheet and have drafted a new bi+ factsheet to include the +.</p>
<p>Run a campaign highlighting the impact of biphobia on our bi+ members from within the LGBT+ community including an editorial in Out in UNISON promoting the use of inclusive language</p>	<p>An article in Out in UNISON Summer edition promoted what the + meant.</p>
<p>Uplift and support marginalised bi+ people working with our other self-organised groups.</p>	<p>Our bargaining factsheets have been publicised to other self-organised groups.</p>

19 A hub of hope

Also see motion 18.

Bi+ people experience numerous, distinct types of discrimination. Even before the pandemic, bisexual plus (bi+) people were often stigmatised with biphobia from both straight people and by gay/lesbian people. At the same time bi+ people's experiences of discrimination are often undermined or ignored altogether. 'Hub of Hope' is a completely free and confidential national mental health database. It brings together organisations and charities, large and small, across our nations who offer mental health advice and support, together in one place you can find on the internet or app.

Action	Update
Liaise with the other self-organised groups, regions & branches to raise the issue of positive mental health and to promote the resources available to support mental health wellbeing including UNISON's guide on bargaining for mental health policies.	We have promoted the guide on bargaining mental health policies through our social media, raised at regional LGBT+ convenors and at the young LGBT+ members network meeting.
Continue to promote the inclusive environment of our LGBT+ self-organised group and to reiterate a zero-tolerance approach to biphobia within UNISON.	Work has been ongoing to promote bi+ issues within UNISON. We have raised awareness through supporting bi visibility day, where we lit the UNISON building up in bi flag colours and through social media.

21 Conversion therapy

Unfortunately, the practice of conversion therapy is still legal in the UK. This abusive practice must be brought to an end as it's a human rights and public health violation. We must also consider the survivors of conversion therapy and ensure there is adequate support for them including access to counselling.

Action	Update
Support end conversion therapy campaigns, including Stonewall's and End Conversion Therapy Scotland.	We have shared various conversion therapy ban campaigns through social media and have supported these campaigns through actions like withdrawing from the safe to be me conference in protest of the UK Government's plan to not include trans people in any conversion therapy ban.

<p>Call on Labour Link to lobby the Labour Party to apply pressure on the UK government, devolved governments and administrations to ban conversion therapy.</p>	<p>We have both called on the Labour Party and have meet with Shadow Secretary of State for Women and Equalities, Anneliese Dodds to lobby for a complete ban on conversion therapy in the UK.</p>
<p>Work with the NEC (national executive council), service groups and branches to raise awareness of the damage that conversion therapy does and encourage them to support end conversion therapy campaigns.</p>	<p>We have raised awareness of the damage of conversion therapy, in particular the Tory's suggestion that trans people won't be part of any ban they put in place through social media and regional convenors. Have raised the issue with the NEC at Equality Liaison Committee.</p>

22 Freedom of information requests

There has been a rise in organisations receiving FOI requests relating to LGBT+ issues, including Stonewall and their diversity champions programme, costs of flying rainbow flags above buildings and merchandise. These often end up on questionable news sites and have an impact on LGBT+ mental health. Campaigns that attack LGBT+ rights that use FOI need to be called out and challenged.

Action	Update
<p>Publicise and criticise the rise of the use of freedom of information requests to attack LGBT+ rights</p> <p>Produce an activists' briefing on how we and the organisations we work for can set the scene and proactively share messages of solidarity and support when we become aware of another FOI (freedom of information) campaign that targets LGBT+ rights</p> <p>Produce guidance for UNISON activists on negotiating about responding to freedom of information requests, highlighting topics such as what vexatious requests look like and sharing some best practice responses.</p>	<p>We have publicised the use FOI requests that attack LGBT+ rights – particularly in the case of Stonewall.</p>

23 Climate change is a LGBT+ issue

Climate change poses a real threat not only to humanity but will affect different marginalised groups differently. The intergovernmental Panel on Climate Chages identifies LGBT+ communities as being vulnerable, hidden victim of climate change. It is often difficult for LGBT+ people to access services, particularly in countries which criminalise same sex relationships and where discrimination against trans people is widespread. In climate related emergencies, LGBT+ people face discrimination in emergency provision such as shelters.

Action	Update
<p>Work to raise awareness of climate change amongst LGBT+ members and its impacts on marginalised communities.</p> <p>Encourage branch and regional groups and caucuses to consider action on climate change in conjunction with LGBT+ activism.</p> <p>Work with the international section to raise wider awareness of the adverse effects of climate change on LGBT+ communities</p>	<p>Climate change motion was submitted to young members conference from the LGBT+ committee and we have liaised with the NYMF to promote climate change and its effect on marginalised communities.</p>

24 Trans Rights in Europe

The trans rights map published by TGEU (Transgender Europe) in 2021 has seen a reversal of rights for trans people when compared to 2020. While some countries in Europe have progressed rights, others have completely stalled or have reversed trans rights. Some countries even have to have a trans person sterilised in order for their gender to be recognised.

Action	Update
<p>Continue to support TGEU and their work promoting trans rights and promote within UNISON.</p>	<p>We promote the TGEU materials through our social media accounts.</p>
<p>Work with UNISON international and other appropriate bodies within UNISON towards possible affiliation to TGEU and encourage regional groups do to the same.</p>	<p>Initial work on the affiliation process has been completed. The assessment for affiliation will go to the international committee for approval.</p>

25 Defending International LGBT+ rights

The Commonwealth games to be hosted by Birmingham provides an opportunity to highlight continued abuses of LGBT+ people by countries of the Commonwealth. 35 of 54 member states still criminalise same-sex activity. International events such as these provide an opportunity to speak out against LGBT+ intolerance.

Action	Update
Work with UNISON international committee and international organisations such as ILGA World to lobby government to intensify efforts to end abuses of LGBT+ people internationally.	We continue to work with the international committee and ILGA world to lobby to end abuses of LGBT+ people internationally. We have been part of the establishment of the Public Services International (PSI) LGBT+ network, aimed to strengthen LGBT+ workers rights globally and continue to be involved.
<p>Highlight and work with local branches of UNISON in the Birmingham area during the Commonwealth games to support them to highlight the inequality in LGBT+ rights in participating countries.</p> <p>Support the Pride House movement in Birmingham and raise awareness of this as a safe space for LGBT+ people during the games.</p>	This was raised at regional LGBT+ convenors and with the West Midlands regional LGBT+ group.

26 Justice for Palestine

Also see motion 27.

The continued oppression of Palestinians seen in recent weeks further demonstrates why UNISON, human rights organisations recognise that the systematic discrimination faced by the Palestinian people constitutes the crime of apartheid under international law. UNISON will continue to support Boycott, Divestment and Sanctions (BDS) as a legitimate and practical way to persuade the Israeli government to end its repression of the Palestinian people. Furthermore, we know the Local Government Pension Scheme (LGPS) funds continue to hold at least £4.4 billion in companies involved in the illegal Israeli settlements in Palestine.

Action	Update
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Continue to encourage LGBT+ members, branch and regional groups to take up actions in support of Palestinian rights.	We continue to promote Palestinian rights and PSC
Promote UNISON's guide 'Palestine: Is your pension invested in the occupation?' which provides scheme members with a range of actions they can take to encourage their fund to put pressure on companies involved in the occupation of Palestinian land.	We have promoted on social media.
Continue to raise LGBT+ people's awareness why not to go on holiday or make cultural or sporting visits to Israel	We continue to raise awareness on this issue on the unsuitability of Israel as a holiday destination.
Continue to publicise the work of PSC, and urge LGBT+ members to join and get their branches and regions to affiliate.	Explore the possibility of displaying the PSC exhibition at a future LGBT+ conference.
Explore with PSC and LGBT+ groups in selected trade unions the potential for setting up a new LGBT+ Palestine network to maintain a consistent focus on LGBT+ solidarity with the Palestinian people and engage LGBT+ trade unionists in its work, in line with the decision of 2018 LGBT Conference.	PSC has deferred the work for the moment.

27 Palestine

Also see motion 26.

The United Kingdom (UK) government plans to introduce new regulations to “stop public institutions from imposing their own approach or views about international relations through preventing BDS campaigns against foreign countries and those who trade with them.” This will undermine local democracy, restricting the ability of public bodies to purchase, procure and invest ethically, in the interest of workers and the communities they represent.

Action	Update
Take all appropriate steps to defend PSC's victory in the Supreme Court in April 2020 and to oppose the UK	This continues to be a watching brief for the International sub-committee.

government's intention to introduce new legislation to stop local government pension funds deciding not to invest in companies complicit in Israel's breaches of international law and Palestinian rights.	
Urge and assist regional LGBT+ groups to investigate Pride events with which they are involved with a view to challenging any sponsors which are subject to BDS campaigns	This was discussed at a meeting of regional LGBT+ convenors.
Publicise PSC's work, encourage LGBT+ UNISON members to join PSC and get their branches and regions to affiliate;	We continue to publicise PSC work.
Seek to work with the Trades Union Congress LGBT+ Committee, with LGBT+ groups of other trade unions, and with PSC on the above campaigns with a view to sustaining a consistent focus on LGBT+ solidarity with Palestine.	We continue to raise this with the TUC LGBT+ committee.

28 National disability strategy: smoke and mirrors

The UK Government's Disability Strategy has been criticised and described as "tokenistic", and a "tick box exercise". The Government's proposals lack ambition and weight. The majority are voluntary and lacking sanctions for employers including measures such as access to work adjustments passport and encouraging employers to recruit, train and retain disabled employees.

Action	Update
Seek the views of disabled LGBT+ members on barriers in the workplace in relation to multiple discrimination due to disability, sexual orientation and gender identity.	We seek the views of members of disabled LGBT+ caucus, where we discuss barriers in the workplace and discrimination. This was a topic of conversation in the disabled LGBT+ members network meeting.
Raise awareness of issues and publicise resources relating to the intersectionality of being LGBT+ and disabled and other identity factors	We have publicised resources especially through social media, Out in UNISON and the LGBT+ e-bulletin regarding LGBT+ and disability – especially around UNISON's Year of Disabled Workers.

<p>Liaise with the national disabled members' committee to ensure that factors relating to being LGBT+ and disabled are included in any work or campaigns they carry out in relation to the strategy.</p>	<p>LGBT+ disabled caucus members have been involved in UNISON's Year of Disabled Worker and have highlighted intersecting issues of disability and LGBT+ rights.</p>
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29 The UK policing bill: an infringement of LGBT+ rights

The Police, Crime, Sentencing and Courts Bill (PCSC Bill) has been agreed by the House of Commons. The Bill has been condemned as 'draconian' by charities, unions, faith groups and human rights organisations by allowing the police to end protests that are deemed to cause disturbance or annoyance. As LGBT+, disabled, Black and women members and activists have a rich history and culture of using protest to highlight inequalities, discrimination and oppression and to campaign for human rights, we could be targeted under this new law.

Action	Update
<p>To liaise with Labour Link raising issues about the potential impact of the Bill on trade union members in particularly LGBT+, disabled, Black and women members</p>	<p>We have liaised with Labour Link on this issue to raise within the Labour Party.</p>
<p>Support and publicise any campaign that UNISON is involved in; and keep LGBT+ members updated on the progress of the Bill and any subsequent guidance that is available.</p>	<p>We have publicised through social media UNISON's campaign against the Police Bill in January.</p>

30 The future of adult social care for LGBT+ people

UNISON's ethical care charter and the campaign for a national care service and believes these provide opportunities to bargain and campaign for LGBT+ inclusive care provision. UNISON's response to the forthcoming White Paper on the future of adult social care should reflect the needs of LGBT+ disabled and older people due to the specific needs of these communities.

Action	Update
<p>Engage with appropriate UNISON structures to raise awareness of the needs of LGBT+ disabled and older</p>	<p>We have promoted the ethical care charter and UNISON's campaign for the national care</p>

<p>social care users requesting that these are included in any UNISON response to the White Paper on the future of adult social care in England</p> <p>Raise awareness among LGBT+ members of the ethical care charter and UNISON's campaign for a national care service.</p>	<p>service and raised it at regional LGBT+ convenors.</p>
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31 Working from home as a reasonable adjustment

The Covid-19 pandemic has changed the way many of us have worked over the last 18 months. The majority of people would prefer to return to work flexibly including homeworking, agile and hybrid working. A number of reasons are given for this including safety, flexibility, caring responsibilities, work life balance, disability or simply easier ways of working. We are also campaigning for it to be a reasonable adjustment for disabled members. LGBT+ workers may experience discrimination in their working environments, and different sections of the LGBT+ community including disabled and Black LGBT+ workers, experience structural inequalities in employment, education, economically and environmentally. Consequently, where employers do introduce home or hybrid working policies, then a full equality impact assessment should be carried out.

Action	Update
Promote and publicise UNISON's guidance and model policy on hybrid working	Have promoted UNISON's guidance via social media and through our networks.
Consider the benefits and detriments that working from home or hybrid working may have for LGBT+ members including disabled and Black LGBT+ workers and provide feedback to the national disabled members committee;	We have considered the benefits and detriments of working from home and have provided feedback to national disabled committee.
Provide information on reasonable adjustments to LGBT+ members;	We continue to share UNISON's advice on reasonable adjustments
Support the national disabled member's campaign for homeworking to be considered a reasonable adjustment.	We supported and shared information about this campaign

32 Solidarity with LGBT+ Afghans – providing a place of safety

Motion talks about the Taliban's views on homosexuality, particularly now they are back in power. There have been reports of LGBT+ people are living in fear with some being tortured and even killed by the Taliban. The UK Government has said it will resettle 5,000 Afghans in the first year and 20,000 in the coming years, but no specific eligibility for LGBT+ asylum seekers.

Action	Update
To seek appropriate ways to show solidarity with Afghan LGBT+ organisations.	We have shared campaigns from Rainbow Migration through our networks.
Lobby the government to make explicit provision for LGBT+ Afghans in government resettlement schemes.	We have done this through our participation in the UKAGE network
Work with Rainbow Migration and other appropriate organisations to lobby the Home Office to take urgent steps to improve the ways in which it deals with LGBT+ asylum seekers and refugees.	We have extensively shared Rainbow Migration's work and have been involved in UKAGE meetings where UNISON has shown support for Rainbow Migration.
To work with Labour Link to raise these issues with the Labour Party.	We have raised issues with Labour Link.

33 Support for LGBT+ Muslims: support for Hidayah LGBT - Motion not reached

For many years Muslim communities in the United Kingdom have suffered anti-Muslim incidents. Hidayah LGBT is a secular organisation which supports LGBT+ Muslims. It promotes equality and diversity, particularly on the grounds of sexual orientation or gender identity. Hidayah LGBT offers a range of services and should be supported.

Action	Update
To promote the work of Hidayah LGBT Encourage regional groups to work with local Hidayah LGBT groups	We have shared Hidayah LGBT work via networks and have encouraged regional LGBT+ convenors and regional LGBT+ SOGs to work with local Hidayah LGBT groups.

Support Hidayah LGBT attendance in local LGBT+ Prides	
Consider affiliating to Hidayah LGBT	Hidayah LGBT seem to have removed the affiliation option.

35 Response to racism and LGBT+ phobia in mental health services

Black communities in the United Kingdom (UK), who experience mental health issues also experience higher levels of coercion and poorer long-term outcomes when in contact with mental health services. This is especially true when there are intersecting identities. Young Black LGBT+ people are especially vulnerable. Their mental health has been particularly impacted by pandemic. The impact of racism and LGBT+-phobia people encounter when they experience mental health problems is worsened because it reflects and magnifies experiences of systemic racism in everyday life.

Action	Update
Work with UNISON's self-organised groups, equality team, the NEC (national executive council), regions and branches to develop and disseminate the latest information on racism and LGBT+ phobia in mental health responses by police and health services.	The Black LGBT+ caucus reps on the national Black members committee have raised this.
Address the huge unmet need for support for Black LGBT+ people by producing and promoting workplace guidance. Support branches to conduct impact assessments of services concerning health equalities.	The Black LGBT+ caucus reps on the national Black members committee have raised this as part of the Black members workplan
Engage with UNISON participation in initiatives to address mental health inequalities e.g. NHS England's Advancing Mental Health Equalities programme.	Again, our reps on the national Black Members committee have raised this. This has also been raised with the Health Service Group.

7. Why LGBT+ Employees should join UNISON – Motion not reached

The national committee’s position on this was SWQ.

Verbal and physical abuse and bullying of LGBT+ workers is still prevalent in the UK. As UNISON has been a long supporter of LGBT+ rights, it should be the union of choice not only for LGBT+ people, but for everyone. Organising LGBT+ workers needs to continually need to be a priority.

Action	Update
Continue to engage with Branches to promote LGBT+ membership	We regularly engage with branches to promote LGBT+ membership, activism and how LGBT+ issues can be used as an organising tool.
<p>Conduct research of members of their experience in seeking employment, as well as their experiences during interviews.</p> <p>Then use and provide this research to 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 and devolved administrations and lobby large public service employers, to take a better public stand against LGBT+ discrimination.</p>	This information already exists through other studies. We continuously put out material and guidance to support LGBT+ members in the workplace and to guide our work in lobbying efforts to stamp out LGBT+ discrimination.

8 Driving LGBT+ Equality Forward – Motion not reached

LGBT+ communities already face a wide range of health inequalities throughout their lives so are likely be disproportionately affected by the pandemic in many ways, however this discourse has been absent in the wider Covid narrative. In 2021, Special Delegate Conference endorsed national LGBT+ committee’s motion calling for among other things, campaign for public enquiry to examine the impact on all communities covered by the protected characteristics – including the specific needs of LGBT+ communities during and beyond the pandemic, develop a refreshed equality strategy for UNISON, campaign to reform the Gender Recognition Act and continue to update guidance and resources to support branches and self-organised groups.

Action	Update
Contribute to developing a ‘refreshed’ equality strategy	The national LGBT+ committee has established two major campaigns, trans

	equality and engaging young LGBT+ members, which fit into the overall equality strategy.
Promote, when available, the updated guidance on reviewing employer policies	We have promoted and sent out updated guidance to help branches assess employer policies. In the case of trans equality and our model policy on trans equality, we aim to be systematically track employer policies and map where we have our best policies in 2023 and promote them.
Continue working towards UNISON being fully inclusive of non-binary members	We have a non-binary factsheet which we continue to promote. The trans caucus has recently discussed changing the name to make it clear that non-binary members are welcome to join.
Support TUC campaigns for LGBT+ equality in and out of the workplace	We continue to support and promote LGBT+ equality work of the TUC.

9 Recruiting, Supporting and developing young LGBT+ activists – Motion not reached

UNISON continues to increase its membership of young members. However, young members are underrepresented as stewards, representatives and officers. Full participation of young members is vital to the union's future.

Action	Update
Work with the national young members' forum to develop a strategy to increase the numbers of young LGBT+ activists and young people participating in LGBT+ members groups	We have established a new network of young LGBT+ activists. Over 60 young LGBT+ members have signed up to be part of this. We held our first meeting in July with over 30 activists. We'll be continuing this campaign in 2023.
Engage with branch and regional LGBT+ members groups to identify barriers for young LGBT+ members in getting more active in UNISON, and to highlight positive measures and success stories in addressing these barriers	We have engaged with branches and regional groups to establish and promote the young LGBT+ member network.
Encourage and support LGBT+ members groups to develop mentoring and buddying schemes to support and	We are starting the mentoring/buddying scheme in 2023. We have volunteers from the national LGBT+ committee.

encourage new young activists, including promoting UNISON’s learning and organising service’s resources on mentoring.	
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10. Trans ally training – a show of solidarity and support - motion not reached

Also see motion 5, 11, 14, 15 and 16.

Education helps to tackle the spread of misinformation. UNISON has created trans ally training to give a greater understanding around issues trans people face and develop ways of supporting trans colleagues and how to challenge transphobia to be good allies to trans people.

Action	Update
Continue to promote trans ally training throughout UNISON, specifically including branches, regions, service groups, Labour Link, LGBT+ SOG & other SOGs.	We have extensively promoted the trans ally training through our trans equality campaign. We have trained over 200 members nationally and continue to push the training to be held regionally to keep up with the demand. The national trans caucus have been instrumental to running all training sessions.
Show solidarity with, and where appropriate work alongside, the Trades Union Congress and other trade unions on trans equality and trans ally initiatives.	We put a motion to TUC LGBT+ conference about the rise of transphobia and tackling it.

11. Trans Reporting in the media - Motion not reached

Also see motion 5, 10, 14, 15 and 16.

There has been a rise in reporting anti-trans stories in the media in recent years, which has adverse effects on the mental health of the trans community. Stonewall in particular has been a big target recently from people that hold transphobic views.

Action	Update
Liaise with the NEC and other UNISON self-organised groups to ensure that anti-trans rhetoric has no voice in our union	We have promoted the trans equality work with the NEC and delighted they are doing the trans ally training.

and continue promoting the inclusive nature of the LGBT+ committee.	
Continue to support the work of LAOS (learning and organising services) in delivering the 'How to be a good trans ally' training package.	We have trained over 200 members in trans ally training. It's been so successful that we are putting out to regions to keep up with the demand.
Continue to promote the work that UNISON does for trans equality.	Trans equality has been a campaign priority for the LGBT+ committee and will continue to be in 2023.

13. UNISON and the digital revolution – motion not reached

With the digitalised way of working over the last 18 months, we have an opportunity to make more voices be heard. The LGBT+ committee has been using digital mediums to organise, recruit and encourage activism. We need to develop and harness our digital skills to reach out to more LGBT+ members by expanding our website, digital organising tools like the organising space.

Action	Update
Continue to advertise and promote safe engagement, including the UNISON digital organising for LGBT+ equality guide.	Have extensively promoted the digital organising guide through social media and at training sessions such as LGBT+ officer training.
Explore digital approaches to delivering training with UNISON's learning and organising services as an addition to in-person training which could develop the use of web-based tools to assist with our recruiting and engagement.	We have explored the digital approaches in our trans ally training which has been run virtually for over 200 members. We continue to seek new ways to improve this which will help assist with recruiting and engagement in the future.
Test out a hybrid form of meetings that will include both in-person and virtual platforms simultaneously.	We have held hybrid meetings for LGBT+ national subcommittee meetings, which went well
Work with the other SOGs, young members' forum and retired members to explore alternative ways of meeting, to increase the participation of members in our union.	We have shared practices with other SOGs, young members and retired members on hybrid meetings and how to build more engagement through holding digital events.
Liaise with the national executive council through the equality liaison committee on participation through	We have been involved in the UNISON consultation on hybrid meetings.

hybrid working	
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20 Raising Bi+ visibility and supporting Bi+ pride - Motion not reached

Also see motion 18 and 19.

We should be collaborating with organisations that are working in the area of bi+ visibility, such as Bi+ Pride UK and Stonewall.

Action	Update
Work with Bi+ Pride UK to increase bi+ visibility at pride events supported by UNISON.	We participated at both BiCon and Bi Pride in 2022, where UNISON was promoted and good conversations had with attendees.
Update bi+ ally fact sheet to be distributed to regions and branches.	The bi+ ally factsheet has been updated.
Increase bi+ visibility by promoting bi+ visibility day on 23 September in regions and branches.	We promoted Bi visibility day through social media and we lit up the UNISON Centre building
Increase representation through bi+ articles in Out in UNISON and Activist magazine.	There was an article in Out in UNISON Summer 22 edition focusing on the plus (+) identities of bi+ to increase awareness.

34. Increasing Black LGBT+ Activism - Motion not reached

Motion is about increasing Black LGBT+ activism, as there is low levels in branch, region and national structures. It's vital Black voices are heard to ensure representation and diversity. Motion calls for the LGBT+ National committee to work with other SOGs and the NYMF to help increase representation.

Action	Update
Work together to encourage Black LGBT+ participation at all levels of the union, as branch officers, service group reps and regional committees.	This year we have extensively advertised the Black LGBT+ network meeting and moved it to a Saturday instead of a Thursday to encourage participation. There was good attendance and we encouraged

<p>Have Black LGBT+ issues as standing items on agendas.</p> <p>Hold joint SOG and young members' events whenever possible.</p> <p>Advertise Black LGBT+ events on branch websites and in branch, regional and national newsletter.</p> <p>Encourage Black LGBT+ lay tutors.</p> <p>Use UNISON recruitment events to encourage Black LGBT+ participation by using images that reflect UNISON's diversity.</p> <p>Promote Black LGBT+ activism on social media platforms.</p> <p>Encourage Black LGBT+ activists to stand as regional representatives on national committees and young members' forum.</p>	<p>further Black LGBT+ activism to regions and national committee.</p> <p>We held a successful stall at UK Black Pride (despite the heat). We had many good conversations and identified new activists and encouraged participation.</p> <p>An article is included in the 2022 conference edition of Out in UNISON about Black LGBT+ and explaining the politics behind the term Black and another OiU article about Black LGBT+ issues in the Summer 22 edition.</p>
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EM2 Manchester Pride - Motion not reached

Action	Update
<p>In conjunction with the North West LGBT+ group, write to the chair of Trustees of Manchester Pride, expressing our concerns about the funding decisions, lack of transparency and the general direction of the charity and expressing our support for a fundamental, independent review of Manchester Pride and seek the opportunity to fully participate in such review.</p> <p>Encourage LGBT+ members to participate in any such review, pressing for Manchester Pride to strengthen and increase trade union involvement to</p>	<p>The North West LGBT+ self-organised group lead on this effort. The SOG withdrew and didn't participate in the event. They have also participated fully in the consultation.</p>

<p>ensure our rich and strong history is not lost forever and highlighting that Pride should be free for all and that individuals and community organisations (including trade unions) should take prominence over any corporate sponsors in all Pride Marches. Reaffirm that Pride should first and foremost be about protest, fighting injustices together by education, political understanding and ensuring this is intrinsically part of our Pride events and marches.</p>	
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MOTIONS TO 2022 NATIONAL DELEGATE CONFERENCE

**ND1. Trans Equality – Louder and Prouder!
(Also see motion 16)**

Action	Update
Get support for the motion	This motion was passed overwhelmingly at NDC. Working with the NEC on action points.

NDC2. Decriminalisation for safety

UNISON’s policy on sex work, adopted in 2010, is to support decriminalising the selling of sexual services while introducing a ‘sex buyers’ law’ criminalising those who purchase those services. Decriminalisation is not about ‘encouraging’ sex work – it’s about the safety of people who sell sex. No legal model anywhere in the world has been shown to increase, or decrease, the number of people who sell sex. UNISON should not call for laws that put sex workers, including women and LGBT+ sex workers, at greater risk

Action	Update
Get support for the motion!	The motion was passed overwhelmingly at NDC. Will now work with the NEC and women’s committee to see the action points of the motion are followed through.

Appendix 2**Attendance at national lesbian, gay, bisexual and transgender members plus committee**

P = present A = apologies - = not yet a member of or had left the committee

R = resigned Blank = neither attended nor submitted apologies

	January	April	July	September
EASTERN				
Chris Sale	P	P	A	P
Jack Anderson-Player	P	P	A	P
EAST MIDLANDS				
Penny Smith	P	P	P	A
Gary / Sally Jacques	P	P	P	P
GREATER LONDON				
Jackie Lewis	P	A	P	P
Terry Eastham	P	P	A	A
NORTHERN				
Jennifer Black	P	P	P	P
Christine Jackson	P	A	P	A
NORTHERN IRELAND				
Martin McConnelogue	A	P	P	-
Catherine Connell-Tierney	-	P	P	P
NORTH WEST				
Eileen Best	P	P	A	P
John McSwiggan	P	P	A	P
Laura Heaton	P	A	R	-
Adam Hodgson (substitute)			P	
SCOTLAND				
Michael Craig	A	A	P	A
Ann Cameron	P	P	P	A
SOUTH EAST				
Lucy Power	P	P	P	P
Andy Armsby	P	A	P	P

SOUTH WEST				
Darienne Flemington	P	P	P	P
David Evans	A	A	P	A
CYMRU / WALES				
Pat Jones	P	P	P	P
Neil Kowalski-Davis	A	P	A	P
WEST MIDLANDS				
Andy Chaffer	P	P	P	P
Vacancy				
YORKSHIRE & HUMBERSIDE				
Maz Cotterill	P	P	A	A
Andy Fitzgerald -Fernandez	-	P	P	P
BLACK MEMBERS CAUCUS				
Bev Miller	P	P	A	P
Anu Prashar	P	P	P	P
Judy Richards	P	P	P	P
Jennie Antonio	P	P	A	P
Manish Maisuria	P	P	P	P
DISABLED MEMBERS CAUCUS				
Louise Ashworth	P	A	A	P
Neil Adams	P	A	A	P
Carl Phillips	P	A	P	P
Vacancy				
Vacancy				
BISEXUAL MEMBERS CAUCUS				
Sophie Robinson	P	P	P	P
Phillippa Scrafton	A	A	P	A
TRANSGENDER MEMBERS CAUCUS				
Emma Procter	P	P	P	P
Heather Wood				

Appendix 3
Monitoring for fair representation
National LGBT+ committee 2022

There were some changes to the committee during 2022 – this data represents the membership at the beginning of the year. 25 members of the committee returned their forms. All figures in the table are given as percentages. Because of rounding up/down and some questions not being answered, figures do not necessarily total 100%. Monitoring information for the NEC was included in the 2021 annual report with 97% of the National Executive Council returning their monitoring forms.

Figures in brackets show committee 2021 figures.

	National LGBT+ committee members (%)		UNISON National Executive Council (%)
Gender			
Female	52	(67)	68
Male	36	(30)	30
Other	4	3	2
Do you identify as			
Lesbian	28	(47)	Figures not available
Gay	44	(30)	
Bisexual	20	(17)	
Transgender	16	(17)	
Other	-	(-)	
Service group			
Local government	44	(47)	42
Health care	20	(27)	30
Higher education	8	(-)	10
Energy	4	(3)	2.5
Police & Justice	12	(7)	10
WET	-	(-)	2.5
Community	8	(17)	8
No Answer			
Sector			Information not available
Public	84	(77)	available

Private	4	(3)	
Voluntary	8	(17)	
Occupational group			
Managers	32	(37)	Figures not Available
Technical	-	(-)	
Professional	36	(33)	
Personal and caring services	4	(3)	
Administrators	12	(7)	
Clerical and secretarial	-	(3)	
Other non-manual	8	(10)	
Other manual	-	(-)	
Other occupation	4	(10)	
Subscription band (£ income)			
A – D (up to 11k)	4	(3)	9
E – G (11.01 – 20k)	12	(6)	31
H – K (over 20k)	86	(90)	60
In education	-	(-)	
Did not answer	-	(-)	
Hours per week			
35 or more	84	(93)	Figures not Available
30–34	4	(-)	
16–29	4	(3)	
Fewer than 16	8	(3)	
Age			
16–26	-	(-)	2.5
27–39	4	(10)	9
40–49	24	(20)	18.5
Over 50	68	(70)	70
Did not answer / not known	-	(-)	-
Black members	8	(12)	13
Disabled members	40	(37)	48

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