

UNISON LGBT+
2023 Appendices



1. Negotiating trans equality with employers

UNISON has a trans equality model policy that is ready to be negotiated with employers to make our workplaces more inclusive of trans members. This motion calls on UNISON branches to negotiate with employers and to report success stories back to national office

Action	Update
Work with the NEC and SGE's to promote trans equality model policy	We have worked with the NEC to promote the trans equality model policy and promoted it in SGE's. Local Government, HE, Health, WET, Energy and Community have all sent the policy through their communication channels to their members.
Encourage branches to report back successes using the model policy	Over 20 workplaces have reported back to head office that they have used our model policy to negotiate their workplace trans equality policy.

2. LGBT+ hate crime

There has been an unacceptable rise in the level of LGBT+ hate crime across the UK in 2022. We need to continue our LGBT+ equality work, educate and raise awareness of what hate crime is and how to report it.

Action	Update
Raise awareness of homo, bi and trans-phobia in workplaces	We continue to raise awareness through our factsheets and communications to members.
Promote 'tackling hate crime and hate crime incidents: a workplace issue' factsheet.	We have sent this factsheet out with an LGBT+ e-bulletin and have promoted on social media.
Seek ways we can train activists to effectively challenge hate crime in the workplace.	Challenging transphobia in the workplace is part of the trans ally training. We have discussed with UNISON College how this can be incorporated in wider equality training.

3. Equality, diversity and inclusion speeding ticket

Early intervention to counter acts of discrimination, bullying and harassment through education can be more beneficial than disciplinary processes for those that want to do the right thing. It can also be more beneficial to our LGBT+ members, rather having them go through an arduous procedure and they might be more likely to report instances of LGBT+-phobic behaviour.

Action	Update
Research education schemes of early intervention for discriminatory behaviour and promote best practice examples	We continue to work with the submitting body to research early intervention schemes
Look at how a scheme could be incorporated into existing bargaining factsheets	As above

4. In support of gender neutral toilets and changing facilities

Having gender neutral toilets in workplaces make them more inclusive and safer for our trans, non-binary and gender diverse members. We need to advocate for gender neutral toilets in workplaces.

Action	Update
To encourage activists and branches to advocate for gender neutral toilets with employers, including having sanitary disposal bins in all toilets.	This is part of the trans ally training and included in the trans equality factsheet. We continue to promote the trans equality factsheet.
Liaise with Labour Link to lobby Labour to pressure the UK Gov't on the provision of gender neutral toilets and challenge the transphobic position by some MPs	We have raised this with Labour Link and trans activists have bought with up with Anneliese Dodds, Shadow Secretary of State of Women and Equalities.

5. We must strive for real and meaningful LGBT+ data

Many organisations don't collect or have significant gaps in their employee LGBT+ data, which means they can't effectively measure LGBT+ discrimination or how their workplaces reflect local diversity.

Action	Update
Revise the existing guidance on data gathering in the workforce monitoring factsheet and update accordingly	Factsheet has been revised and is available on the UNISON LGBT+ website.
Once updated, promote the factsheet along with best practices gathered from branches.	Factsheet has been promoted on social media and in the LGBT+ e-bulletin.

6. Composite A: Recruiting and organising young LGBT+ members.

We need to step up our efforts to ensure young LGBT+ members are being recruited and given opportunities to become activists within our SOG. This motion steps out various ways the LGBT+ SOG can better engage, recruit and organise young LGBT+ workers.

Action	Update
Work with the NYMF to encourage joint campaigning by young members and LGBT+ members on issues of shared concern, and to develop best practice in building engagement by using digital and other organising opportunities to consult young LGBT+ members on their priorities.	We have worked extensively with the NYMF to build the young LGBT+ network and have addressed issues of shared concern around mental health and trans equality. Consultation on priorities have happened at the network meetings.
Create a mentoring scheme and 'buddying' system, for young LGBT+ people to get involved in UNISON LGBT+ structures and promote their success	The mentoring programme has been established with 6 young members participating.
Make a concerted effort to attract young LGBT+ members to attend network days in 2023 and work with regional groups to prioritise the recruitment, engagement and development of young LGBT+ workers in the activities of their groups.	We have promoted the network days and regional groups to the young LGBT+ network. We have put young LGBT+ members in touch with their regional SOGs when they have requested it. We ask if they are involved locally when they register for each network meeting.

7. Supporting young trans workers in UNISON

A survey of UNISON's young members found that discrimination at work, including transphobic discrimination, was a factor impacting on young workers' mental health. The LGBT+ SOG needs to work with the NYMF to promote the trans equality campaign.

Action	Update
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 and to get trans and non-binary members active across the union.	We have held multiple meetings with our young LGBT+ network, where trans equality has been a standing item on the agenda. Several trans and non-binary members have become active through this structure.
Campaign for mentally healthy workplaces, and promote the model policy on trans-	We have promoted the trans equality model policy with young LGBT+ members

inclusive workplaces as a measure to improve inclusivity and mental health at work	network and through NYMF communications.
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8. Making the “+” a positive – continuing the work of inclusion

We must ensure that adding the ‘+’ is not reduced to a simple vanity exercise but has real meaning for our community. We must do more for the identities that fit under the +.

Action	Update
Update where appropriate the bi+ allies factsheet and the bi+ workers’ rights factsheet	The bi+ workers’ factsheet has been updated and was released on bi visibility day.
Continue with the campaign to educate the wider membership of LGBT+ identities and actively engage with those members who identify as + and amplify their voices.	At the WET/Energy equality seminar, the LGBT+ SOG ran a presentation around different identities of the plus. An adapted version of this will be made available for Year of LGBT+ workers.

9. Increasing Bi+ engagement in our SOG

Bi+ activism within our union has waned over the last few years. We need to look for ways to build Bi+ activism and engagement, and explore any barriers to participation that exist and work to remove them.

Action	Update
Review our glossary of terms to ensure the language used is fully inclusive of all identities.	The terminology we use as a SOG is constantly being updated to ensure we are fully inclusive.
Consider confidentiality when accessing hybrid events.	At the Bi+ network meeting, we have considered confidentiality at every stage when registering and attending the meeting.
Hold joint SOG and young members’ events whenever possible to engage with bi+ members with multiple identities.	Bi+ updates have been part of the agenda for the young LGBT+ network meetings.

10. Why LGBT+ employees should join UNISON

Continue to campaign for LGBT+ equality and activate more LGBT+ members to participating in our SOG.

Action	Update
Continue to actively work with and proactively encourage branches and associated partners to promote UNISON membership for LGBT+ employees.	We continue to encourage branches to engage with the national LGBT+ priority campaigns and encourage them to fill LGBT+ officer roles.
Continue to research LGBT+ member's experiences at work and use these in campaigning for more inclusive workplaces.	This is central to the work we do. Our focus on trans equality is about campaigning for trans inclusive workplaces, to which we've had a lot of success over the last 12 months.

11. Equality is UNISON business

Equality co-ordinators in branches are very important. 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. More needs to be done to recruit more equality co-ordinators in branches.

Action	Update
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.	We have done this through various promotional activities throughout the year. We will continue to do this in 2024 year of LGBT+ workers, by producing articles and using videos and images.
Work with SOGs to promote and celebrate 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.	We have done this through the trans equality campaign and has been a focus at network days in 2023.
Look at developing a national LGBT+ awareness session for all UNISON members.	The national LGBT+ committee is working with the UNISON college to develop national LGBT+ awareness training.

12. Make 2024 the Year of LGBT+ workers (Joined with actions from motion 19)

2024 should be the UNISON Year of LGBT+ workers to coincide with 50 years since the formation of NALGAY. These motions state that this will provide the opportunity to raise awareness of LGBT+ rights throughout the union, deliver events, challenge discrimination, promote UNISON as the union for LGBT+ workers, and promote the LGBT+ self-organised group, grow LGBT+ activists and bargain on LGBT+ rights in the workplace.

Action	Update
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Campaign for the wider union to make 2024 the Year of LGBT+ Workers in UNISON by passing the LGBT+ motion to NDC.	We had our motion passed at NDC, making 2024 the year of LGBT+ workers.
To develop and deliver events and activities to mark the Year of LGBT+ Workers.	The national committee are currently coming up with a campaign plan for the year.
Encourage branches to share experiences, both good and bad, to provide learning opportunities for our activists when supporting LGBT+ members at work.	We'll be asking for this throughout the year of LGBT+ workers and encouraging all branches to fill the LGBT+ branch officer role.
Undertake a survey of our membership to determine the number of members who self-declare as LGBT+ and the barriers they face.	We will do this as part of our campaign in 2024.

14. Immediate ban on all forms of conversion therapy

15. Ban conversion therapy now

The UK Government has still not banned conversion therapy practices, placing it out of step with many other Western countries that have. The UK Gov't has also said that any ban would exclude trans people. We need to continue to campaign for the end of all conversion therapy practices for all LGBT+ people.

Action	Update
Work with Labour Link to develop a lobbying strategy of ending conversion therapy.	We have lobbied Labour Link around conversion therapy and brought it up in the 2 meetings we've had with Anneliese Dodds.
Work with the NEC, service groups and branches to raise awareness and produce guidance on conversion therapy and encourage to support end conversion therapy campaigns through the national LGBT+ committee's trans equality campaign.	We have promoted and supported campaigns to ban conversion therapy and have shared these on social media. We have also taken a motion on conversion therapy to the 2023 higher education conference. We will continue to raise awareness of the harm that conversion therapy does in campaign activities for 2024.

16. Combatting anti-trans narratives in the media

The amount of anti-trans rhetoric in the UK media is a disgrace - over the last 7 years there has been an average of 154 articles on trans people published every month by the UK's media. We need to counter these anti-trans narratives.

Action	Update
Work with the NEC and service group executives to encourage members to enrol in UNISON's trans ally training, which highlights the media's role in exacerbating transphobia.	We have worked with the NEC and SGE's to encourage members to participate in trans ally training. Over 1,500 UNISON members have complete trans ally training.
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.	The factsheet is still being drafted due to the sensitivity of the topic. Anti-trans rhetoric is discussed in the trans ally training and that section is being adapted and updated.

17. Support for LGBT+ communities in Ukraine

LGBT+ people are facing additional barriers to fleeing Ukraine due to structural homo- and trans-phobia. Trans women for instance still have the male gender marker on their identity documents and are therefore unable to leave. Harassment of LGBT+ people and organisations have been on the rise too.

Action	Update
Seek ways to show solidarity with LGBT+ communities in Ukraine by liaising with ILGA Europe and TGEU.	We have shared material and social media posts from ILGA Europe around supporting LGBT+ communities in Ukraine.
Lobby the UK Gov for provision for LGBT+ Ukrainian resettlement schemes and raise issues through Labour Link.	This issue has been raised with Labour Link.

18. Accessible organising for LGBT+ members

Consideration needs to be given to accessibility in respect of attendance at courses and training both physically and virtually, communications and messaging in order to enable disabled LGBT+ members can fully participate.

Action	Update
Consider accessibility of publications, training materials and methods of communicating (including social media)	We consider the accessibility of all publications we put out and we aim to accommodate accessibility needs of

with members by working with our LGBT+ disabled members and distribute tips.	members attending any LGBT+ meeting or training session.
Continue to promote and publicise guides and factsheets with the needs of disabled LGBT+ members in mind. Promote the use of UNISON's guide on accessible virtual meetings.	We continue to promote and publicise guides and factsheets with LGBT+ people in mind.

20. Defend disabled and LGBT+ rights won through the human rights act

The right-wing UK Government has made it clear that they have an intention to either repeal the HRA or even withdraw from the European Convention of Human Rights (the Convention) which was incorporated into UK law by the Human Rights Act. We campaign against this to preserve convention rights.

Action	Update
Raise awareness of the threats posed to LGBT+ and disabled people's rights through abolition of HRA and withdrawal from the Convention.	We continue to raise this with Labour Link to influence Labour policy.
Work with Labour Link to raise these issues in the UK Parliament and campaign with appropriate bodies to preserve Convention Rights.	We have raised with Labour Link.

21. Solidarity with Ghana's LGBT+ community

Ghana's government has been extremely hostile to LGBT+ people. In July 2021, they have proposed a new bill titled "Promotion of proper human sexual rights and Ghanaian family values", which entrenches further discrimination of LGBT+ people in law.

Action	Update
Show solidarity with Ghana's LGBT+ organisations and work with Rainbow Migration to lobby for improved ways of dealing with asylum seekers.	Have shared Rainbow Migration's social media posts. Have also worked with UK AGE (collection of LGBT+ organisations that lobby for LGBT+ rights internationally) in statements and lobbying efforts.
Work with Labour Link to raise issues faced by Ghana's LGBT+ community with the Labour party.	Raised with Labour Link

22. Rwanda and LGBT+ asylum

Removing LGBT+ asylum seekers to Rwanda is abhorrent and must stop. Rwanda's legal stance on LGBT+ issues is ambiguous and there has been reports of significant discrimination and harassment of LGBT+ people in Rwanda.

Action	Update
Work with Rainbow Migration and other organisations to prevent LGBT+ refugees being sent to Rwanda and show support for the campaign against Rwanda asylum policy.	Have shared Rainbow Migration's social media posts. Have also worked with UK AGE (collection of LGBT+ organisations that lobby for LGBT+ rights internationally) in statements and lobbying efforts.
Raise issues with Labour Link about deportation of LGBT+ people to Rwanda.	Raised with Labour Link

23. Black LGBT+ activism

The motion details concern about the low level of Black LGBT+ activism within UNISON structures at branch, regional and national level. More needs to be done to recruit, activate and organise Black LGBT+ activists.

Action	Update
Strategise how to include Black LGBT+ members in all levels of the union, including becoming lay tutors.	We have worked to bring through new Black LGBT+ activists through the young LGBT+ member network.
Encourage Black LGBT+ issues on the agendas of SOG and NYMF and Retired Members meetings – especially now it's the year of Black workers.	Have included Year of Black Workers on the agendas of committee meetings and in network meetings. It has also been on the Young LGBT+ members agenda.
Look at hosting Black LGBT+ events and workshops, and consider the best ways to advertise and promote on social media – use it as a recruitment tool.	We have a PowerPoint presentation of UNISON Black LGBT+ History, that can be shared and used as a recruitment tool. Promoted UK Black Pride and had conversations with a number of Black UNISON LGBT+ members about getting more involved.

EM1: Trans rights and the Labour Party

The Labour Party is not being consistent in its support for trans rights – with Rosie Duffield still having the Labour whip and Starmer doing an interview with Mumsnet. We need to work with Labour Link to ensure the Labour Party remains clear in its pro-trans rights stance.

Action	Update
Raise concern of Starmer being interviewed with Mumsnet and Rosie Duffield to Labour Link with a view of urging the Labour Party to speak consistently in support of trans rights.	Raised this directly with Anneliese Dodds in a meeting at Westminster. Have worked closely with Labour Link to influence Labour policy.

Motions to NDC from LGBT+ conference

ND1: Equality is for retired members too

Retired members would like SOGs and young members to have opportunities to raise equality issues with the retired members' organisation which are equivalent to the arrangements existing elsewhere in UNISON.

Action	Update
Raise issues of retired members participation with equality liaison committee.	This issue continues to be raised at the NEC equality liaison committee.

ND2: Make 2024 the Year of LGBT+ workers

See actions under resolution 12 and 19.

ND3: Justice for Palestine

We are 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.

UNISON must campaign strongly against any such proposed 'anti-boycott' laws, working with other organisations as appropriate.

Action	Update
Encourage LGBT+ members to support the Palestine Solidarity Campaign (PSC) campaign against the 'anti-boycott' bill.	We continue to encourage LGBT+ members to support PSC.
Promote UNISON's guide 'Palestine: Is your pension invested in the occupation?' and the guide for UNISON activists 'Talking about Palestinian rights'	Have promoted the UNISON guide via LGBT+ e-bulletin and social media
Continue to encourage LGBT+ members, branch and regional groups to take up actions in support of Palestinian rights	We continue to encourage members to support Palestinian rights.

ND4: Equalities grow our union

Retired members would like SOGs and young members to have opportunities to raise equality issues with the retired members' organisation which are equivalent to the arrangements existing elsewhere in UNISON.

Action	Update
Getting the motion prioritised at NDC.	Unfortunately this motion wasn't prioritised high enough to be heard at conference.
Continue to advertise and promote engagement with My UNISON, encouraging members to update their personal information, including completing the new sexual orientation and gender history fields.	Have continued to promote this including ticking LGBT+ on MyUNISON. We can see that members are updating their records as the number of members being sent the LGBT+ e-bulletin have grown considerably.
Further develop the use of web-based tools to assist with our recruiting and organising objectives, including UNISON's app and the online skills bank to engage new members and encourage existing members to become active.	This issue has been raised with the team behind the website.
Encourage branches, regions and service groups to involve self-organised and young members groups and migrant worker networks in developing and implementing recruitment and organising strategies	We continue to encourage branches via campaigning efforts with young LGBT+ worker and trans equality campaigns to engage with us more. This will be a strategy behind year of LGBT+ workers
Publicise and promote the regional groups, caucuses and branch self-organised groups who are establishing and building on relationships with LGBT+ community organisations and groups.	There was a big push this year to try to get more people involved in regional groups. Over 80 young LGBT+ members have been put in contact with their regional groups to get involved.
Support self-organised groups' priority bargaining initiatives such as promoting the trans equality model policy.	Over 20 workplaces have adopted the trans equality model policy since July 2022 and we will continue to push this in year of LGBT+ workers.

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	March	July	September
EASTERN				
Jack Anderson-Player	P	P	A	P
Lily Martin	P	A	A	P
EAST MIDLANDS				
Candice Woods	P	A	P	
Gary / Sally Jacques	A	P	P	A
GREATER LONDON				
Jackie Lewis	P	P	P	P
Terry Eastham	P	P	A	A
NORTHERN				
Andrea McInerney	A	P	P	A
Neil Bellamy	P	P	P	A
NORTHERN IRELAND				
Catherine Connell-Tierney	P	P	A	
Andrew Linton	-	P	P	P
NORTH WEST				
Eileen Best	P	P	P	P
John McSwiggan	P	P	A	P
SCOTLAND				
Michael Craig	P	P	P	P
Ann Cameron-Burns	A	P	P	P
SOUTH EAST				
Lucy Power	P	P	P	P
Vacancy				
SOUTH WEST				
Darienne Flemington	P	P	P	P

David Evans (JS)		R	-	-
Paul Windsor (JS)	P	P	P	P
CYMRU / WALES				
Pat Jones	P	P	P	P
Neil Kowalski-Davis	A	P	A	P
WEST MIDLANDS				
Andy Chaffer	A	P	P	P
Vacancy				
YORKSHIRE & HUMBERSIDE				
Maz Cotterill	A	P	A	P
Andy Fitzgerald -Fernandez	P	P	A	P
BLACK MEMBERS CAUCUS				
Bev Miller	P	P	P	P
Anu Prashar	A	A	A	P
Judy Richards	A	P	P	P
Jennie Antonio	P	P	P	P
Manish Maisuria	P	P	P	P
DISABLED MEMBERS CAUCUS				
Louise Ashworth	P	P	A	P
Neil Adams	P	P	A	P
Carl Phillips	P	P	A	P
Penny Smith	P	P	P	A
Jade-Su Armstrong	P	P	A	A
BISEXUAL PLUS MEMBERS CAUCUS				
Sophie Robinson	A	P	P	P
Phillippa Scrafton	A	P	P	A
TRANSGENDER , NON-BINARY AND GENDER DIVERSE MEMBERS CAUCUS				
Emma Procter	P	P	A	P

Jenny Black	P	P	P	P
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Appendix 3

Monitoring for fair representation - National LGBT+ committee 2023

There were some changes to the committee during 2022 – this data represents the membership at the beginning of the year. 23 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 2022 figures.

	National LGBT+ committee members (%)		UNISON National Executive Council (%)
Gender			
Female	52	(63)	68
Male	36	(26)	30
In another way	4	5	2
Do you identify as			
Lesbian	30	(32)	Figures not available
Gay	39	(37)	
Bisexual plus	26	(26)	
Transgender	13	(21)	
In another way	-	(-)	
Service group			
Local government	52	(44)	42
Health care	17	(20)	30
Higher education	9	(8)	10
Energy	4	(4)	2.5
Police & Justice	4	(12)	10
WET	-	(-)	2.5
Community	13	(8)	8
No Answer			
Sector			Information not available
Public	63	(84)	available
Private	4	(4)	
Voluntary	13	(8)	
Occupational group			

Managers	35	(32)	Figures not Available
Technical	4	(-)	
Professional	22	(36)	
Personal and caring services	4	(4)	
Administrators	13	(23)	
Clerical and secretarial	-	(-)	
Other non-manual	9	(8)	
Other manual	9	(-)	
Other occupation	4	(4)	
Subscription band (£ income)			
A – D (up to 11k)	9	(4)	9
E – G (11.01 – 20k)	8	(12)	31
H – K (over 20k)	82	(86)	60
In education	-	(-)	
Did not answer	-	(-)	
Hours per week			
35 or more	87	(84)	Figures not Available
30–34	4	(4)	
16–29	-	(4)	
Fewer than 16	9	(8)	
Age			
16–26	4	(-)	2.5
27–39	9	(4)	9
40–49	22	(24)	18.5
Over 50	65	(68)	70
Did not answer / not known	-	(-)	-
Black members	12	(8)	13
Disabled members	61	(40)	48