



**NATIONAL LESBIAN, GAY,
BISEXUAL AND
TRANSGENDER PLUS CONFERENCE
LIVERPOOL
10-12 NOVEMBER 2023**

FINAL AGENDA

**2023 National LGBT+ Conference
UNISON FINAL AGENDA**

ACC Liverpool

10 November 2023 to 12 November 2023

Organising and Recruitment

1. Reinvigorating lesbian, gay, bisexual and transgender plus (LGBT+) self-organisation in UNISON's Year of LGBT+ Workers

Conference considers that organising workers around a common experience is central to our movement. Prejudice and discrimination are deep-rooted. Members who identify as women, Black, disabled, LGBT+, young and retired members have traditionally been under-represented in democratic structures. Our self-organised groups (SOGs) and national young members' forum (NYMF) and retired members' committee are essential to overcoming these disparities.

The LGBT+ community is currently facing significant challenges. The Conservative Westminster government appears to be making every effort to roll back our rights, including the erosion of protections, inadequate support for trans people, and harmful rhetoric targeting LGBT+ individuals. This, coupled with a right-wing media that launches daily attacks on our community, is feeding a moral panic and contributing to the culture war.

Conference believes that self-organisation is a crucial tool for empowering LGBT+ members, and other underrepresented groups. It enables us to come together, share experiences, and collectively address the challenges we face. LGBT+ self-organisation provides an invaluable platform for collective action to amplify our voices in the face of the government's regressive policies.

However, conference acknowledges that in some regions and branches, self-organisation has become a nice to have, rather than a must have. Conference considers it an imperative for UNISON to reinvigorate the self-organisation of LGBT+ members at branch, regional, and caucus levels to maximise their participation and achieve a lasting legacy from UNISON's Year of LGBT+ Workers.

Conference believes that a reinvigorated LGBT+ SOG provides a real opportunity to recruit members and get them active. UNISON has successfully recruited at Pride and community events across the UK and encouraged greater activism. The campaign on trans equality has trained over 1000 members to be trans allies in the workplace. The national LGBT+ committee's young LGBT+ worker campaign continues growing with over 100 young LGBT+ members in a network who are now getting involved in their branch and regional groups.

Conference notes, we have much to be proud of. It's time to bring our region and branch SOGs with us, and we have this opportunity in 2024 with the Year of LGBT+ Workers. UNISON needs a coordinated campaign to reinvigorate our SOG at a

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branch and regional level.

Conference calls on the national LGBT+ committee to:

1. Encourage branches and regions to promote LGBT+ activists within branches and towards leadership roles
2. Encourage branches to fill the role of LGBT+ officer and offer training
3. Encourage branch LGBT+ SOGs to engage with employer LGBT+ networks and community Pride events as an opportunity for recruitment
4. Publicise and promote the work of branch and regional LGBT+ SOGs and caucuses, who are establishing and building on relationships with LGBT+ community organisations and groups
5. Encourage regional LGBT+ SOGs to collaborate and share best practice in recruitment and organising LGBT+ members
6. Support UNISON's priority bargaining initiatives such as the adoption of UNISON's trans equality model policy in workplaces.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

Amendment 1.1

Before existing 1st paragraph insert:

“Conference welcomes the recommendations contained in the national organising, recruitment and strategy development (ORSD) project and linked organising, recruitment and retention plans launched at 2023 national delegate conference which seek to achieve:

Disaggregated membership targets of 1% growth in each regional service group;

A 10% increase on 2022 levels of recruitment of stewards, Health & Safety reps and UNISON learning rep roles;

Appropriate training and development for any elected role undertaken as set out in the national executive council (NEC) scheme of accreditation.

Conference believes that self organisation and those members who identify as lesbian, gay, bisexual and transgender plus (LGBT+) can play an important role in meeting these strategic objectives.”

In existing 3rd paragraph after “Conference” insert “further”.

In existing 5th paragraph after “Conference” insert “additionally”.

After existing action point 5 insert new action point 6 and re-number subsequent action points:

“6. Encourage LGBT+ members to participate and stand for election in their

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respective branch and regional service group executives/committees and as workplace stewards and other representative roles”

North west region LGBT+ group

2. Increasing non-binary and gender diverse inclusion

Conference notes that in 2022, the national transgender caucus changed its name to the trans, non-binary and gender diverse network to be more inclusive of all gender identities and expression beyond the gender binary. Conference welcomes this more inclusive name for the network.

Conference further notes that our non-binary and gender diverse members make a valuable contribution to the lesbian, gay, bisexual, and transgender plus (LGBT+) self-organised group (SOG) and are active at branch, regional and national level because of the provision of general seats on most elected positions within the union.

However, conference acknowledges that some of the seats on the national executive council (NEC) are reserved for people that identify under the gender binary, notably regional seats where there are male, female and low paid reserved seats. These seats restrict our non-binary and gender diverse members’ participation at the highest level of our union.

If we are to be an inclusive, diverse union, we need to ensure that non-binary and gender diverse members can stand at every level of our union. To rectify this, a wide-ranging consultation with other national self-organised groups (SOGs), national young members’ forum (NYMF), retired members’ committee, the NEC and national service group executives (SGEs) needs to be undertaken to continue to ensure proportionality and fair representation is maintained and properly reflects the diversity of our members.

Conference calls on the national LGBT+ committee to:

1. Work with the NEC, national SOG committees, NYMF, retired members committee and service group executives (SGEs) to explore meaningful actions that creates greater inclusion for our non-binary and gender diverse members at all levels of the union.
2. Promote the need for greater non-binary and gender diverse inclusion in our union by promoting the non-binary inclusion factsheet.
3. Promote non-binary and gender diverse identities through 2024 Year of LGBT+ workers activities.

Trans, non-binary and gender diverse members’ caucus

National LGBT+ committee position: **SUPPORT**

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Amendment 2.1

In the third paragraph after “acknowledges” add “that rule D2.2.1 provides”.

West Midlands region LGBT+ group

3. Organising young LGBT+ members in UNISON

Ahead of 2024, the Year of LGBT+ (lesbian, gay, trans and bisexual plus) Workers, conference would like to highlight the excellent work conducted by our many LGBT+ members and allies, that has enabled more LGBT+ members to join and become active within our union.

However, despite tireless efforts from national and international activists, LGBT+ people and UNISON members still face extreme levels of discrimination and violence.

Within the UK, the Stonewall 2018 report found that more than a third of LGBT+ people, (35%) have hidden or disguised their LGBT+ identity at work in the last year because they were afraid of discrimination. This rises to half of trans people (51%). It is also higher among younger workers aged 18 to 24 (58%), disabled LGBT+ people (43%) and Black Asian and minority ethnic LGBT people (42%).

This highlights the disproportionate level of discrimination that young LGBT+ people and trans people in particular face within the UK.

If we continue to stand at the forefront of LGBT+ equality, it is vital that we take action to ensure that our trans members are safe and supported in our workplaces and within our union.

Conference therefore calls upon the national LGBT+ committee to:

1. Work alongside the national young members’ forum (NYMF) to identify barriers and other issues that are preventing young LGBT+ members from taking on UNISON roles such as stewards, representatives, and officials.
2. Consider developing resources and working with UNISON’s learning and organising services (LAOS) to develop training that support young LGBT+ members in the workplace and within UNISON.
3. Continue to promote and develop the young LGBT+ members network and the mentoring and buddying scheme developed as part of this.
4. Promote UNISON’s campaigns on LGBT+ equality, in particular trans equality, to UNISON’s young members.

National young members’ forum

National LGBT+ committee position: **SUPPORT**

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Amendment 3.1

In third paragraph after sentence “This rises to half of trans people (51%)” before the full stop add “, and almost two in five Bi+ people (38%)”.

Bisexual + members’ caucus

4. Incorporating young members into everyday LGBT+ organising

Conference will recall that the 2022 lesbian, gay, bisexual, transgender plus (LGBT+) conference voted in support of stepping up our efforts to ensure young LGBT+ members are being recruited and given opportunities to become activists within our self-organised group (SOG). This committed the national LGBT+ committee to work with the national young members’ forum (NYMF) to encourage joint campaigning by young members and LGBT+ members on issues of shared concern, and to develop best practice in building engagement to consult young LGBT+ members on their priorities.

So far, this campaign has been a great success. There are over 100 young LGBT+ members as part of a network and many of them have joined their regional LGBT+ SOGs as a result. It has also led to the creation of the national LGBT+ committee young LGBT+ member mentoring scheme, where national LGBT+ committee members mentor young LGBT+ network members to encourage further activism within our SOG and in UNISON structures. This gives young LGBT+ members the chance to learn from the knowledge and experience of years of activism which has taken place in support of LGBT+ rights.

Conference recognises the importance of recruiting young members and it’s the responsibility of all UNISON members to foster the talent of our young members. As we enter UNISON’s Year of the LGBT+ Workers, it is essential that we redouble our efforts and continue to grow the young LGBT+ member network. Because of the success of the national LGBT+ committee’s campaign, the committee can share their strategies and learnings with branch and regional LGBT+ SOGs on making young member engagement a priority.

If we can bring young LGBT+ members into all levels of the UNISON LGBT+ structure, we can continue their activism journey in UNISON. This can only be good for our membership and activist development and secure our legacy in the Year of LGBT+ Workers.

Conference calls on the national LGBT+ committee to work with the NYMF to:

1. Create guidance for branches and regions to support the incorporation of young members in their LGBT+ structures and organising strategies.
2. Encourage young members that identify as LGBT+ to be involved in the young LGBT+ members’ network through regions and branches.

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3. Evaluate the rollout of the young LGBT+ member mentoring scheme and further develop the scheme, sharing best practice with branches and regions to further build this approach into our organising strategies at all levels.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

5. LGBT+ (lesbian, gay, bi and trans plus) self-organisation

Conference is delighted that this year's national delegate conference unanimously supported to make 2024 the 'Year of the LGBT+ Worker', which is in contrast to the resistance and challenges when it was first sought to become a LGBT+ self-organised group many years ago.

LGBT+ members in UNISON can still sadly encounter discrimination at home, at work and even in our union. It is often due to such negative experiences that LGBT+ members often miss out on opportunities to develop and further obtain skills that will enhance their social and educational status or be given a reasonable chance in their career development. LGBT+ members come from all backgrounds and each with their own experiences, which can be unique.

LGBT+ members are more likely to leave the education system with lower grades and be in lower paid jobs than non-LGBT+ members. LGBT+ members are also more likely to experience verbal harassment, insults and other hurtful comments or behaviour in society as a whole, which is even greater if you are a woman, Black or disabled.

Conference believes LGBT+ self-organisation is vital to our union and not only does it provide confidence to LGBT+ members that UNISON is a union which challenges discrimination and celebrates diversity, but it is also a mechanism where LGBT+ members often obtain the opportunity to get involved and regain any confidence they may have lost due to their personal experiences, which in turn enables them to become activists or hold senior positions within branch, regional and national lay structures.

We are proud of our union and our LGBT+ self-organisation. There is much to celebrate and a LGBT+ legacy we can create.

Conference requests the national LGBT+ committee to:

1. Continue to promote the great work of LGBT+ members and LGBT+ self-organised groups (SOGs),
2. Provide branches and LGBT+ SOGs with information of why LGBT+ self-organisation is vitally important for our LGBT+ members and the wider union,
3. Create a plan and take the steps necessary to help deliver a successful 'Year

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of the LGBT+ worker' in 2024, which includes how members throughout UNISON can get involved and help achieve a LGBT+ legacy to be proud of.

Cymru/Wales and the South Gas branch LGBT+ group

National LGBT+ committee position: **SUPPORT**

6. Addressing the lack of Black LGBT+ participation

Conference notes that this is the Year of Black Workers. UNISON has an estimated 185,000 Black members.

Racial discrimination and unfairness continue to be an every-day experience for Black people at work, and in wider society. Even within our own union and within the self-organised groups (SOGs) there are barriers to Black members achieving their potential and fully contributing to the union.

Conference notes that over recent years national LGBT+ conference has seen fewer and fewer Black members attending. Conference further notes there are currently only five Black members on the national LGBT+ committee, the lowest number in over 15 years, with not a single Black member representing any of the regions or other caucuses. This sends out a stark message to Black members thinking of getting involved in our SOG.

This year most regional LGBT+ groups will have had their AGMs and elected their representatives on to the national committee. Conference hopes that there will be more Black members elected from the regions, and not just the five members from the Black members caucus. However more work needs to be done to break down barriers to Black members standing for, and getting elected to, the national committee.

Conference further believes that, in the Year of Black Workers, it is most disappointing that this year's conference takes place on Diwali, the most celebrated day for many people from the Indian and Hindu communities. This is a day where families come together and celebrate, just like Christmas or Easter. By having conference on Diwali, some Black LGBT+ members won't have been able to attend conference. These days are published over 10 years in advance.

Conference is disappointed that conversations do not appear to have taken place with the Black caucus on other options for members observing Diwali to be able to participate at this conference.

Conference instructs the national LGBT+ committee, working with other parts of the union and the conference team as appropriate, to:

1. Seek an undertaking that the dates for future LGBT+ conferences will not clash with Diwali;

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2. Report back to the Black caucus and 2024 conference as to how the decision was made to allow this year's conference to take place on Diwali and what, if any, alternative options were considered;
3. Consider apologising to our Black LGBT+ members for reducing the potential participation at this year's conference by having conference on Diwali;
4. Work with regional groups to identify and seek to implement steps to encourage and support Black LGBT+ members to participate in our SOG and to seek election to the national committee via their regions;
5. In 2024 Year of LGBT+ workers, hold specific events for Black LGBT+ members to increase participation;
6. Consider having Black member representation on our international delegations (for example, to International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe and ILGA World conference) and if Black members cannot be found on the national committee, to consider looking to the LGBT+ regional committees for potential delegates.

Greater London region LGBT+ group

National LGBT+ committee position: **SUPPORT**

Amendment 6.1

Insert new action point 3.

“Avoid religious festivals when planning future LGBT+ conferences”.

Re-number remaining points.

Black LGBT+ members' caucus

7. Allyship – next steps

Conference notes that a workplace that actively creates an inclusive environment for its employees is more successful, retains staff, provides empowerment of opportunity, and builds stronger relationships. In UNISON we understand the power of ‘Stronger Together’. Our history is testament to this.

As we move into UNISON's ‘Year of LGBT+ Workers’ in 2024 we also note that where LGBT+ members and their allies continue to fight against homophobia, bi-phobia and transphobia in the workplace, this has a positive impact on recruitment of new members and retention of existing members.

Creating an inclusive workplace, however, means we need to harness the power of allyship from our non-LGBT+ colleagues in our workplaces and branches. Empowering them to understand the issues LGBT+ people face daily is key to the

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way forward.

Allies stand by the side of their LGBT+ colleagues, recognising that they also have responsibility to create inclusive workplaces. They understand people face discrimination based on their identity and recognise the power they have to create change, decrease the discrimination faced, and commit to being positive and active in their values and behaviours.

Conference notes in the last year we have seen powerful examples of allyship in the form of UNISON's trans allies training. By the end of June 2023 over 1400 UNISON members in branches and regions have taken part in training. Membership of the trans, non-binary and gender diverse network has increased significantly. An incredible display of allyship and power for our members.

In our bi+ caucus we have seen a significant increase in members coming forward from asexual/aromantic, pansexual and demi communities as well as others under the '+' umbrella, because they see the power of allyship in our workplaces, branches, and regions.

Conference notes however there is more we need to do. Stonewall's 'Rainbow Britain' report concluded in 2023 "...Creating inclusive cultures in all workplaces... means recognising our relationships and identities in HR policies ... It means taking action against the prejudice, discrimination, and abuse that we experience."

"A failure to act on issues facing LGBTQ+ people at work... reflects negatively to that larger community who care about us. It means that attempts to belittle LGBTQ+ people and our lives will eventually fall flat, because there are simply too many people right across society that know and love LGBTQ+ people."

Conference calls on the national LGBT+ committee to:

1. Encourage branches and regions to access LGBT+ information, factsheets and briefings by adapting to new communication methods such as quick-response (QR) codes, UNISON website links, apps, and social media to engage with LGBT+ allies.
2. Work with branches & regions to encourage members to step up as visible allies to LGBT+ colleagues as we move into the 'Year of LGBT+ Workers'.
3. Develop a LGBT+ allies resource for branches and regions to use as part of 'Year of LGBT+ Workers'.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

Amendment 7.1

In the fifth paragraph after "taken part in training." add a new sentence:

Conference, however, is concerned to note that in at least one UNISON region, West Midlands, trans ally training was still unavailable at that time and

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appears to remain so.

In the final paragraph add a new sub-paragraph:

4. Seek to ensure that trans ally training is available throughout the union including West Midlands region.

West Midlands region LGBT+ group

8. Lesbian, gay, bisexual and transgender plus history can secure our future

Conference, we celebrate the generations who have gone before us, and what they have achieved. With each generation the lives of our community become a bit easier, but conference recognises that we must not get complacent.

Conference understands that for many within the community there is still an uphill struggle. The bi+ community still faces rejection and stigma. Bi+ people have higher rates of suicide, higher levels of intimate partner violence, higher levels of depression and anxiety, and are less likely to be out at home or at work. Conference also recognises the intersectional impact on our transgender, non-binary, and gender diverse members, many of whom also identify as bi+, and conference reinforces our solidarity with all bi+ members. No matter what they throw at us, we stand firmly together.

Conference reflects on the fact that in 1990s and 2000s, despite legalisation in 1967, few were talking about being LGBT+ due to repressive policies and legislation, like Section 28. How far we have come! It seems that LGBT+ representation is everywhere - in films and television, celebrities and models coming out, visible everyday people like teachers and politicians being visible. Finally, children and young adults have role models. Conference recognises that this progress has been fought for at every turn.

Conference similarly acknowledges that in the current climate, we are at risk of losing our hard-won rights. The present Westminster government and the right-wing media are stirring up culture wars and waging a war on 'woke'. With all that has gone before, conference understands that if we forget our achievements, we forget where we came from, and how much we have to lose. By celebrating what we have fought for, and our hard-won achievements, we remember.

Conference agrees that our community should be one of inclusivity for all identities. Those four little letters, L, G, B, and T cover a lot, but the plus umbrella has cemented our spirit of inclusion. Conference welcomes all, we include all, and most importantly we support all.

Conference knows that our inclusion is our strength. We are stronger together!

Conference calls on the national LGBT+ committee:

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1. To promote LGBT+ role models within UNISON and their achievements.
2. Develop materials recognising the work of all members of the LGBT+ community in furthering our cause.
3. Work with regional self-organised groups (SOGs) to produce materials celebrating our LGBT+ members including videos, and articles that acknowledge our history, and our achievements.
4. Develop a campaign plan for the Year of LGBT+ Workers that is fully inclusive of all identities.
5. Develop a strategy to support regions and branches to:
 - a. Train allies
 - b. Promote network days
 - c. Encourage members and activists to use the national LGBT+ factsheets and model policy guidance in their workplace to negotiate more inclusive policies with employers.

Bisexual+ members' caucus

National LGBT+ committee position: **SUPPORT**

9. Scheduling LGBT+ conference dates

Conference greatly values the opportunity for lesbian, gay, bisexual and transgender plus (LGBT+) members to gather for one weekend every year at national LGBT+ conference to share concerns and aspirations, and establish priorities for the subsequent year. This is a key event for the LGBT+ self-organised group. Conference recognises the amount of planning involved, the resources allocated, and the time and energy committed by the national LGBT+ committee and conference delegates. Conference however notes some concern over the scheduling.

It has been tradition for conference to commence on a Friday afternoon and close on Sunday lunchtime. The plenary sessions take place on Saturday and Sunday. Conference understands this previous arrangement has worked well. This is because many delegates who work on weekdays have been able to attend in their own time at the weekend. Nonetheless, conference notes this practice has continued for several years without being reviewed.

Conference appreciates that a weekend is not suitable for everyone, and that travelling back home on Sunday afternoon by public transport can be very difficult. There are often major engineering works taking place on a Sunday, which disrupts journeys and makes them much longer. This can cause a lot of stress to delegates. Furthermore, conference notes low attendance at the plenary sessions on Sunday

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because several delegates leave early. This is so they can try to avoid traffic and aim to get home at a reasonable time.

Another consideration is the excessive cost to branches booking accommodation on a Saturday night in a city centre location. Hotel rates are often double or treble the cost of a weekday night. Conference recognises that UNISON would save a lot of money if conference finished on a Saturday instead of a Sunday.

The national women's conference used to take place between a Friday and a Sunday, but this has since changed to happening between Thursday and Saturday. Conference notes that if another self-organised group can change its schedule, it should be possible to do the same for national LGBT+ conference.

Conference therefore calls on the national LGBT+ committee to:

1. Ask conference delegates after this conference for feedback on future conference dates;
2. Seek feedback from regional LGBT+ groups and the national LGBT+ caucuses on conference scheduling;
3. Consider the benefits and detriments to changing the days of the week when national LGBT+ conference takes place;
4. Liaise with other UNISON bodies, such as the national executive council, to discuss the options for scheduling future conference dates.

North Northamptonshire local government branch LGBT+ group

National LGBT+ committee position: **SUPPORT**

Negotiating and Bargaining

10. Police with Pride

Conference notes with concern the decision in 2022 by London Pride that the Metropolitan Police could not march at Pride in uniform, and the decision in 2023 by Brighton Pride that Kent Police would not be welcome to march this year.

However, conference also notes the Baroness Casey review into the Metropolitan Police reported "institutional racism, sexism and homophobia in the Met". The Chief Constable of Police Scotland has accepted that the same is true of Police Scotland. It is likely that police services across the country will recognise the findings within their own organisations.

Legitimacy is an essential part of British policing, which is done with the consent of the public. When some communities do not have a significant level of trust in the police, those relationships need to be rebuilt.

Conference recognises that accepting the findings of the Baroness Casey review

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does not mean that everyone, including UNISON members, who works for the police is homophobic, biphobic, transphobic, racist or sexist, but recognises that there is more that police services can do to be lesbian, gay, bisexual and trans plus (LGBT+) inclusive as both an employer and as a public service.

Conference observes the #ApologiseNow campaign launched by the Peter Tatchell Foundation in June 2023 and notes that the Metropolitan Police Commissioner, Sir Mark Rowley, was the first United Kingdom police chief to apologise during this campaign for the organisation's past homophobic persecution, and that the Chief Constable of the Isle of Man Constabulary has also apologised for similar reasons.

Conference believes that police services should be encouraged to march at Pride events, and that this should be done not just as a token gesture, but as part of a genuine programme of community engagement to build and maintain trust with LGBT+ communities.

Conference calls on the national LGBT+ committee to:

1. Work with the national police and justice service group committee to encourage UNISON police and justice branches to attend Pride events, whether as part of an employer contingent or alongside other UNISON colleagues.
2. Work with the national police and justice service group committee to map which police services have specific LGBT+ and trans specific inclusion policies, with a view to developing a bargaining strategy to encourage police service employers without inclusive policies to adopt them.
3. Support and promote the #ApologiseNow campaign.

North west region LGBT+ group

National LGBT+ committee position: **SUPPORT WITH QUALIFICATIONS**

Amendment 10.1

In action point 3 delete "the #ApologiseNow campaign" and insert "appropriate campaigns".

National LGBT+ committee

Amendment 10.2

"Conference notes with concern the decision in 2022 by London Pride that the Metropolitan Police could not march at Pride in uniform, and the decision in 2023 by Brighton Pride that Kent Police would not be welcome to march this year."

Insert after "in uniform,":

"the Police Service of Northern Ireland's decision not to participate in the Belfast Pride Parade in uniform due to their 'statutory obligations to act with fairness,

integrity and impartiality”

Northern Ireland region LGBT+ group

11. A louder voice for the PLUS

It's estimated that 1.7% of adults worldwide are on the asexual/aromantic spectrum. We know around 5.3% of the UK population identify as LGBT+, making the asexuality figure one third of that. How much of our UK population have asexuality is unknown. People who are asexual face barriers around awareness and understanding. Regular misconceptions about what asexuality is includes the misconception that asexuality can be 'cured'.

According to Human Rights Campaign's (HRC's) 2023 survey, the highest priority for asexual people (82%) was mental health. Like others in our community, stigma and challenges cause them to develop mental health conditions such as depression and anxiety. There is a need for education and how best to support asexual people.

Intersex people also face challenges. Maintaining 'normal' society led to the development of 'corrective' surgeries. Many patients undergo these surgeries and never know anything about their intersex status, receiving no psychological support. A total loss of autonomy. Medical professionals still push for these surgeries despite the mounting evidence of how negatively it impacts later life. They encourage parents to abort children identified as intersex in the womb.

From The International Lesbian, Gay, Bisexual, Trans and Intersex Association's (ILGA's) 2023 'Our Identities Under Arrest', in Ghana incentives are offered to families to have 'corrective' surgeries. Intersex people face persecution in Egypt, Iraq, and Kuwait. There are also additional threats of violence in Cameroon and Rwanda, due to the anti-LGBT+ atmosphere.

The number of intersex people in the UK isn't known as data on these conditions isn't collected. Estimates are 1 in 2,000 babies are born with intersex traits. On average 2,371 babies are born in the UK daily. That's one baby a day whose autonomy may be stolen from them. This person will enter the workforce and may need our help, just as those currently working need it now.

As a community we're only just beginning to learn and understand the various identities in the PLUS. It's vital in UNISON that we're doing our best to educate the wider membership on these identities, including their histories and challenge discrimination.

We call on the national LGBT+ committee to do the following:

1. Produce leaflets and information sheets with easy read, quick facts on all the

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PLUS identities

2. Produce guidance for branches and regions on how best they can support PLUS identities
3. Provide a thorough report back on what was done on these specific actions at UNISON's LGBT+ conference in 2024.

Eastern region LGBT+ group

National LGBT+ committee position: **REMIT**

Amendment 11.1

In the final paragraph add a new sub-paragraph:

3. Formulate, in consultation with the members concerned, bargaining objectives for negotiation with employers and raise these with service groups

And re-number existing sub-paragraph 3. as sub-paragraph 4.

West Midlands region LGBT+ group

12. HIV has changed – but our employers don't know this

HIV (human immunodeficiency virus) and AIDS (acquired immunodeficiency syndrome) remains one of the most stigmatised long-term health conditions. Our members living with HIV often face stigma, discrimination, prejudice, bullying and harassment in the workplace, in healthcare settings, and in their daily lives.

Conference notes that over 100,000 people in the United Kingdom (UK) are living with HIV, and many of these are lesbian, gay, bisexual and transgender plus (LGBT+) people.

Although there is currently no cure for HIV, medical treatment known as antiretroviral therapy (ART), available since the mid-1990s, can help people living with HIV to remain fit and healthy, and prevent them from developing advanced HIV or AIDS.

Conference acknowledges the millions who have died from HIV and AIDS globally, and the work done to treat people living with HIV through development of effective antiretrovirals, as well in advancements in prevention with PrEP (pre-exposure prophylaxis).

For most people in the UK, especially if diagnosed early, HIV is no longer the 'death sentence' it once was, and is now considered a chronic but manageable health condition.

People with HIV are automatically covered by the protections accorded to disabled

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people under the Equality Act 2010, although many employers and workers are not aware of this.

Conference notes the Terrence Higgins Trust (THT) campaign 2030: HIV Time's Up! THT believes the UK can be the first country in the world to end new cases of HIV.

Conference acknowledges there are many people living with HIV who do not know it. THT's campaign is about finding and testing everyone living with HIV in the UK, so that they can be offered treatment. People with HIV who are successfully on treatment can't pass the virus on, so this would help to reach the goal of no new cases.

UNISON can play an important role in helping to end a global epidemic that has claimed 38 million lives, and support people living with HIV to thrive. By adding our trade union strength to this campaign, we can help end new cases of HIV in the UK by 2030 and reduce stigma for people living with or affected by the virus.

Conference instructs the national LGBT+ committee to work with the national executive council and other parts of the union as appropriate to:

1. Review UNISON's guidance on HIV in the workplace with a view to publishing an updated version, to include best-practice use of language around HIV and AIDS as described in the People First Charter.
2. Raise awareness that people with HIV are entitled to protections under the Equality Act 2010.
3. Encourage the adoption of the anti-stigma HIV Friendly Charter currently being developed by National AIDS Trust and partners.
4. Support THT's 2030: HIV Time's Up! campaign.

Greater London region LGBT+ group

National LGBT+ committee position: **SUPPORT**

Amendment 12.1

Delete paragraph five: "For most people in the UK, especially if diagnosed early, HIV is no longer the 'death sentence' it once was, and is now considered a chronic but manageable health condition."

Replace with: "Advances in the effectiveness of treatment mean that HIV is now a chronic but manageable condition. Furthermore, many health organisations now promote the message of Undetectable=Untransmissible (U=U) as part of their strategy on combating stigma around the condition and promoting the uptake of preventative measures to halt the spread of the virus."

Add action point 5. as follows: "Promote the U=U messaging as an effective way to

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combat stigma and misconceptions around HIV.”

Somerset local government and community branch LGBT+ group

Amendment 12.2

Delete paragraph five: “For most people in the UK, especially if diagnosed early, HIV is no longer the ‘death sentence’ it once was, and is now considered a chronic but manageable health condition.”

Replace with: “Advances in the effectiveness of treatment mean that HIV is now a chronic but manageable condition. Furthermore, many health organisations now promote the message of Undetectable=Untransmissible (U=U) as part of their strategy on combating stigma around the condition and promoting the uptake of preventative measures to halt the spread of the virus.”

Add an additional action point 5. as follows: “Promote the U=U messaging as an effective way to combat stigma and misconceptions around HIV.”

South west region LGBT+ group

13. Intersectional zero tolerance to hate crimes

This conference is deeply concerned by the steep rise in hate crime across the United Kingdom (UK) in the last five years. Conference welcomes progress made by UNISON over many years in campaigning and negotiating for equality both in and outside of the workplace. Conference is alarmed by the rapid rise in homophobic, bi-phobic, transphobic, ableist and racist hate crimes over the past five years that is not restricted to the UK; hatred and abuse is of urgent, global concern. This motion acknowledges UNISON’s definition of bi plus (+) and trans, non-binary and gender diverse when referring to bi-phobia and transphobia.

Conference notes that many employers have local policies for issues such as sexual harassment, racial discrimination, ableist, homophobic, bi-phobic, and transphobic behaviour. However, the lack of a model policy encompassing all areas of hate crime allows the voices of marginalised groups to be forgotten, whilst at the same time failing to recognise the intersectional identities of members. Conference also notes the success of the trans+ model policy and believes now is the time to broaden this good work.

In a climate where hate crimes and incidents are on the increase, there is no doubt that they have a direct impact on workplaces and workplace productivity and culture. Conference recognises these incidents are likely to be under reported. This is a stark reminder that lesbian, gay, bisexual and transgender plus (LGBT+) equality is far from a lived reality for LGBT+ people. Statistics show that victims were also more

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than twice as likely to experience fear, difficulty sleeping, anxiety or panic attacks, or depression (Stop Hate UK news item 27 July 2022). Further, it is well documented that LGBT+ people have higher incidences of drug and alcohol dependence, as well as mental ill health (University College London news item 17 February 2021).

Employers cannot continue to ignore the rise in hate crimes (Home Office official statistics published 6 October 2022), and the intersectionality issues faced by those with marginalised identities. Local policies to address specific issues do not meet the needs of an intersectional workforce.

Conference therefore calls upon the national LGBT+ committee to create bargaining factsheets and a flowchart that regions and branches can follow to:

1. Encourage the reporting of hate crime incidents.
2. Define the employers' responsibilities in responding to hate crime incidents.
3. Make clear the actions the employer should take following a hate crime incident.
4. Provide a baseline expectation on the support offered to the person affected by a hate crime incident.

South west region LGBT+ group

National LGBT+ committee position: **SUPPORT**

Amendment 13.1

First paragraph, first line, after "hate crime" insert "and hate incidents".

Second paragraph, delete

"However, the lack of a model policy encompassing all areas of hate crime"

And replace with

"However, the lack of uptake by employers of UNISON's model policy 'Hate Crime and Hate Incident Policy'".

After fourth paragraph insert new paragraph

"Conference acknowledges that hate crime legislation differs across the devolved nations and that bargaining fact sheets and model policies are required to reflect these differences."

Delete original fifth paragraph and replace with

"Conference therefore calls upon the national LGBT+ committee to work with the relevant sections of UNISON to update the current bargaining factsheet and model policy to reflect the current hate crime legislation of the devolved

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nations that regions and branches can follow to:"

National LGBT+ committee

Amendment 13.2

In the final paragraph

after "committee" add "to collaborate with service groups and sectors"; and,

delete "a flowchart" and substitute "flowcharts".

West Midlands region LGBT+ group

Amendment 13.3

"Employers cannot continue to ignore the rise in hate crimes (Home Office official statistics published 6 October 2022),"

Insert after "2022":

"and PSNI Statistics published 31 March 2023"

Northern Ireland region LGBT+ group

14. Working with trans and non-binary service users

Conference notes the success of the national lesbian, gay, bisexual, trans plus (LGBT+) committee's campaign on trans equality, particularly the trans ally training programme. Over 1,000 UNISON members have now been trained, and trans and non-binary members are being trained to deliver the training and reach even more members.

Conference reaffirms our commitment to UNISON's position that trans women are women, trans men are men, and non-binary identities are valid.

However, while UNISON is leading the way in campaigning for trans equality, our employers do not always demonstrate best practice in delivering public services to trans and non-binary people.

Many UNISON members work in public-facing roles where they may need to provide medical or personal care for trans and non-binary people. Other UNISON members may work in positions where they are required to ask for identification information, and record personal details such as name and gender information.

It's essential that staff who work with trans and non-binary service users are given the proper training and guidance in order to be able to accord trans and non-binary people the dignity and respect that they are entitled to, such as using the correct name and gender, and being aware that official identification documents may not

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necessarily reflect a person's gender. In addition, conference believes it is important for public service organisations to provide the correct systems and forms which allow trans and non-binary people to record their gender and names accurately.

Many trans and non-binary UNISON members will themselves access healthcare and other public services, and should expect treatment which is gender-affirming and respectful of their identity.

Conference asks the national LGBT+ committee to:

1. Survey members to get a clear picture of the adequacy of guidance, training and systems across our employers, both for members working in public-facing roles and for those accessing services
2. Work with service groups to identify areas where partnership working between UNISON and employers can improve gender-affirming services
3. Review any guidance by UNISON and information and consider updating this or producing new guidance if necessary
4. Continue to promote and develop the trans ally training programme to all members in UNISON.

National young members' forum

National LGBT+ committee position: **SUPPORT**

Amendment 14.1

In paragraph 1 delete the second sentence and replace with "Over 1,000 UNISON members have received training and trans, non-binary and gender diverse members are being trained to deliver the training to reach even more members."

Delete paragraph 2 and replace with "Conference reaffirms our commitment to UNISON's position that trans women are women, trans men are men, non-binary and gender diverse identities are valid."

Delete paragraph 3 and replace with "However, while UNISON is leading the way in campaigning for trans equality, our employers do not always demonstrate best practice in delivering public services to trans, non-binary and gender diverse people."

In paragraph 4 delete the first sentence and replace with "Many UNISON members work in public-facing roles and may need to provide medical or personal care for trans, non-binary and gender diverse people."

Delete paragraph 5 and replace with

"Conference believes it is important for public service organisations to provide the correct systems and forms which allow trans, non-binary and gender diverse people to record their gender and names accurately. It is essential that staff who work with trans, non-binary and gender diverse service users

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are given the proper training and guidance to accord trans, non-binary and gender diverse people the dignity and respect that they are entitled to.”

Delete paragraph 6 and replace with “Many trans, non-binary and gender diverse UNISON members will themselves access healthcare and other public services, and should expect treatment which is gender-affirming and respectful of their identity.”

National LGBT+ committee

Amendment 14.2

In the final paragraph in sub-paragraph 2. after “identify” add “bargaining objectives and”.

West Midlands region LGBT+ group

Campaigning

15. Protect trans and non-binary rights

Conference notes with deep concern that the UK government prevented the Gender Recognition Reform Bill passed by the Scottish Parliament from going for royal assent, using (for the first time) section 35 of the Scotland Act 1998.

The Scottish Parliament overwhelmingly passed this progressive bill with over 65% of the members of the Scottish Parliament (MSPs) from all parties supporting it.

The Bill would have removed barriers for people to legally change their gender by allowing for self-identification. In the 25 years since devolution no UK government has taken this step until now.

Conference notes the UK government’s statement to restrict trans+ and non-binary people’s ability to have their Gender Recognition Certificate recognised in the UK if it has been issued by countries who allow self-identification.

On the 16/1/23 a high court action, to challenge the long waiting times experienced by trans+ people seeking help from the NHS, was rejected.

Conference believes:

1. People should be supported through transition and self-identification (regardless of medicalised process) transphobia cannot go unchallenged, and UNISON should challenge it.
2. UNISON has responsibility to trans and non-binary workers to respond strongly to attacks on their rights.
3. LGBT+ people should have rights to live free from discrimination.

This conference stands in solidarity with all trans+ and non-binary people from the

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attacks on their being from the UK State. We condemn the proposals by Kemi Badenoch in February to 'clarify' the Equality Act 2010 and amend the current definition of sex, which would remove decades long rights' protections from discrimination for trans people. We also condemn the collusion of the Equality and Human Rights Commission (EHRC) in this.

We welcome the Welsh Assembly's commitment to similar action.

Conference calls on the UNISON LGBT+ committee:

- a. To strengthen solidarity with trans and non-binary workers in hosting an online event focusing on international progress toward trans and non-binary self-identity, and inclusion within unions and in wider society.
- b. To support union affiliates in becoming more trans and non-binary inclusive.
- c. To commend Scottish Parliament for this action and provide vocal support for such change to happen across the whole UK.
- d. To continue to highlight the impact of the onslaught on trans and non-binary people's lives.
- e. To continue to work alongside the Scottish Trades Union Congress (STUC) LGBT+ committee, LGBT+ Labour and other grass roots organisations to support and protect trans+ and non-binary people's lives.
- f. Support efforts, as far as practicable, to overturn the Section 35 Order.
- g. Work with appropriate decision makers to prevent the continued erosion of trans+ and non-binary people's lives.

Scotland region LGBT+ group

National LGBT+ committee position: **SUPPORT WITH QUALIFICATIONS**

16. Condemn the EHRC advice on changes to the Equality Act

Conference notes with concern a letter that was sent by the Equality and Human Rights Commission's (EHRC) chair, Baroness Falkner, to Kemi Badenoch MP, Minister for Women and Equalities. The Minister had previously asked for the EHRC's advice on the definition of sex as a protected characteristic in the Equality Act 2010 (EqA).

In response, Baroness Falkner recommended making the definition of 'sex' in the EqA refer only to 'biological sex' – i.e., the sex to which you were assigned at birth. In doing so, she claims that "it would clear up a lot of ambiguity".

Conference is concerned about the ramifications of such a change in the EqA, particularly for our trans women members. In the letter, Baroness Falkner lists certain areas in which this change would provide greater "legal clarity". Namely, it

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would be possible to exclude trans women, whether they have a Gender Recognition Certificate (GRC) or not, from single sex spaces. The list of areas in which this could happen cover everything from women's book clubs, lesbian support groups, single sex hospital wards, 'women-only' shortlists and sports. In particular, the letter states that "a biological definition of sex would mean that sport organisers could exclude trans women from women's sport without this additional burden". This change would also force trans men to use women's bathrooms.

The EqA has been the cornerstone of legal protections for people who are discriminated against and marginalised in the workplace. The EqA gives protection from discrimination on the grounds of both sex and gender reassignment, regardless of if a person has had medical intervention or a GRC. The EqA can allow trans people access to single sex services, bathrooms, and hospitals. The proposed change outlined in Baroness Falkner's letter would remove these protections. While it is encouraging that a petition not to change the EqA had almost 140,000 signatures, we know there is more campaigning and lobbying work to do if we want to maintain these protections.

Conference, we cannot be complacent. With the next Westminster election likely to take place next year, we must use our power as union members to push the Labour party to protect the EqA that they champion. We must educate UNISON members why changing the EqA would lead to fewer rights for some of our most marginalised members.

Conference calls on the national LGBT+ committee to:

1. Work with Labour Link to lobby the Labour party to advocate keeping the EqA as is and retaining the current definition of sex.
2. Create a factsheet which outlines reasons for why the EqA should retain the current definition of sex.
3. Include an explanation in the trans ally training why changing the EqA would further marginalise trans members.

Trans, non-binary and gender diverse members' caucus

National LGBT+ committee position: **SUPPORT**

17. Proposed school guidance

Conference, we are disturbed by the current government's intention to introduce new guidance for schools in relation to transgender, non-binary and gender diverse (trans) children.

This suggested guidance reminds us of the terrible section 28 legislation which imposed restrictions on promoting homosexuality or publishing material with the intention of promoting homosexuality. We believe that legislation was clearly put in

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place to stifle the lesbian, gay, bisexual and transgender plus (LGBT+) community. It had the effect of making people unsure around being out and encouraged discrimination against our community by making talking about being a member of our community taboo.

However, we believe the new guidance if issued as proposed could be even worse than this as not only does it propose to stifle gender expression and allow 'deadnaming' and misgendering, but it also proposes to force schools to inform the parents of children who may be questioning their gender.

The obligation to tell parents may have unintended consequences. If a child isn't out at home, it is possible that in telling the parents it may cause difficulties at home. Familial transphobia is a risk and the safeguarding of children should always be the priority.

Over the past few years' there have been opportunities for schools to provide a safe place for young people to be who they are, and the new guidance may alter this.

Conference, we must do all we can to influence positively the introduction of this guidance so that it may provide greater protection and assistance to schools in supporting young trans people.

Conference calls on the national LGBT+ committee to work with the national executive council and Labour Link as appropriate to request to be involved in any consultation around any new guidance and if needed to oppose any guidance that would be detrimental to the rights of trans children.

Leicestershire police branch LGBT+ group

National LGBT+ committee position: **SUPPORT**

18. 30 years on: re-affirming our commitment to support LGBT+ asylum and immigration rights

Conference recalls and celebrates the significant work undertaken over the last 30 years by the national lesbian, gay, bisexual and transgender plus (LGBT+) committee both within UNISON and in collaboration with national and international partners on the issues affecting LGBT+ asylum seekers, refugees, and migrant workers.

Conference notes the 'Equality and the UK Asylum process' Report of the Parliamentary Women and Equalities Committee published on 27 June 2023, which highlights the continuing issues relating to the processing of claims, treatment of asylum seekers on the grounds of sexual orientation or gender identity and the processes which underpin claims.

This parliamentary committee took wide-ranging evidence from a plethora of organisations including Rainbow Migration and the Sexual Orientation and Gender

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Identity Claims of Asylum (SOGICA) Project and outlined the significant inequalities which continue to exist in asylum decision-making processes in relation to LGBT+ applicants.

The report highlights that, whilst data collection regarding LGBT+ cases is improving there are still significant improvements.

The heavy reliance on a single substantive asylum interview and totally disbelieving on the evidence adduced, by the Home Office discriminates against LGBT+ claimants with trauma experienced in their country of origin and subsequently, often reduces their ability to recollect and provide a chronological narrative, leading to REFUSED decisions.

The Home Office should publish the findings of its 2019–20 internal review in determination of claims based on sexual orientation and gender identity and the steps it has taken to improve its decision-making.

This report further recommends that government addresses case guidance, Home Office procedure and outcomes, accommodation regimes and data collection.

Conference believes that we must continue to highlight the inequalities embedded in our immigration and asylum procedures which impede LGBT+ claimants from accessing fair and just treatment and welcomes this new report which seeks to address these issues.

Conference therefore calls on the national LGBT+ committee to:

1. Work with the national executive council (NEC) and national Labour Link committee to continue to highlight the inequalities in both the immigration and asylum processes which affect UNISON members, our families, and our communities.
2. Continue to advertise the assistance of the Joint Council for Welfare of Immigrants (JCWI) helpline for UNISON members.
3. Work with the local government service group committee housing sector committee to ensure that the issue of safe accommodation for LGBT+ asylum seekers provided by government agencies/external providers is included within their housing campaigning agenda.
4. Continue to work with regions and branches to highlight the issues faced by LGBT+ asylum seekers and refugees through all appropriate media.
5. Work with UNISON's migrant workers network to ensure that the issues of LGBT+ migrant workers are incorporated into its organising and bargaining agendas.
6. Work with the community service group executive to continue to lobby for appropriate funding for non-statutory and voluntary organisations which

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actively support LGBT+ asylum seekers, refugees, and migrant workers.

Greater London community and voluntary organisations branch LGBT+ group

National LGBT+ committee position: **SUPPORT**

Amendment 18.1

After the last word in paragraph four, add “to be made”.

Add a further sentence at the end of paragraph 5, “This especially affects bi+ asylum seekers who often have applications refused on the basis that bi+ people can 'pass' as straight, and are seen as 'not gay enough'.”

Bisexual + members' caucus

19. 30 years on: re-affirming our commitment to supporting LGBT+ asylum and immigration rights

Conference recalls and celebrates the significant work undertaken over the last thirty years by the national lesbian, gay, bisexual and transgender plus (LGBT+) committee both within UNISON and in collaboration with national and international partners on the issues affecting LGBT+ asylum seekers, refugees, and migrant workers.

Conference notes the ‘Equality and the UK Asylum Process’ report of the Parliamentary Women and Equalities Committee published on 27 June 2023 which highlights the continuing issues relating to the processing of claims, treatment of asylum seekers on the grounds of sexual orientation or gender identity and the processes which underpin claims.

The committee took wide-ranging evidence from a plethora of organisations including Rainbow Migration and the Sexual Orientation and Gender Identity Claims of Asylum (SOGICA) Project and outlined the significant inequalities which continue to exist in asylum decision making processes in relation to LGBT+ applicants.

The report highlights that, whilst data collection regarding LGBT+ cases is improving, significant improvements are still needed.

The heavy reliance on a single substantive asylum interview discriminates against LGBT+ claimants with trauma experienced in their country of origin, and subsequently, often reduces their ability to recollect and provide a chronological narrative, leading to refused applications.

The Home Office should publish the findings of its 2019–20 internal review in determination of claims based on sexual orientation and gender identity and the steps it has taken to improve its decision-making.

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This report further recommended that government addresses case guidance, Home Office procedure and outcomes, asylum accommodation regimes and data collection.

Conference believes that we must continue to highlight the inequalities embedded in our immigration and asylum procedures which impede LGBT+ claimants from accessing fair and just treatment and welcomes this new report and its recommendations.

Conference therefore calls on the national LGBT+ committee to:

1. Seek to work with the national executive council (NEC) and Labour Link to continue to highlight the inequalities in both the immigration and asylum processes which affect UNISON members, our families, and our communities.
2. Advertise the Joint Council for Welfare of Immigrants (JCWI) helpline for UNISON members.
3. Liaise with the local government service group executive to seek the inclusion of the issue of safe accommodation for LGBT+ asylum seekers provided by government agencies/external providers within their housing campaigning agenda.
4. Continue to encourage regional and branch groups to highlight the issues faced by LGBT+ asylum seekers and refugees through all appropriate media.
5. Request that UNISON's migrant workers network incorporate issues of LGBT+ migrant workers on its agenda.
6. Seek to work with the community service group executive and other parts of the union as appropriate to lobby for appropriate funding for non-statutory and voluntary organisations which actively support LGBT+ asylum seekers, refugees, and migrant workers.

Greater London region LGBT+ group

National LGBT+ committee position: **SUPPORT**

20. Supporting the rights of LGBT+ refugees and asylum seekers

Conference notes that many LGBT+ asylum seekers face a considerable number of barriers which impact on their physical and mental health. This is compounded by this United Kingdom (UK) government policies, such as the displacement of asylum seekers to Rwanda, which has now been put on hold as the Court of Appeal ruled that Rwanda had not provided enough safeguards to prove it is a "safe third country".

Although, the government's plan of deportation to Rwanda is on-hold for the moment, we know that they will continue to progress their inhumane treatment of

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asylum seekers. They have already stated that they will appeal this decision to the Supreme Court. The continued pursuit to demonise and persecute asylum seekers has consequences for LGBT+ people, who may be forcibly displaced or returned to countries where LGBT+ rights are either non-existent or are there but in practice they face stigma and abuse. The Home Office's own equality impact assessment on sending asylum seekers to Rwanda stated that there are "concerns" over the treatment of some LGBT+ people.

We acknowledge and support the campaign by Rainbow Migration 'No Pride in Detention', which seeks to end the detention of LGBT+ people. Currently, there are unknown numbers of LGBT+ people in immigration detention in the UK. They are detained in prison-like conditions, and for an unlimited amount of time. For LGBT+ people the impact can be devastating, they are bullied and discriminated against by staff and others inside, which re-traumatises those who have fled persecution. As a result, many have no choice but to be in the closet to stay safe, making it harder for them to 'prove' they are LGBT+ as part of their asylum claim.

Conference is concerned that if the Refugee Ban Bill becomes law, LGBT+ asylum seekers could be detained and be sent to countries that are dangerous for LGBT+ people, where they may not have connections or support.

The challenges for LGBT+ asylum seekers including how many LGBT+ support services are difficult to access, due to barriers such as language, and culturally sensitive services not being offered. Many LGBT+ asylum seekers face LGBT+-phobia from their own community, this can make life extremely difficult when any asylum seekers are placed in detention centres or hotel accommodation. As many of our members support asylum seekers in their work, it is important that we highlight the extra difficulties and challenges the LGBT+ asylum seekers may face.

Conference calls on the national LGBT+ committee to:

1. Gather and publish a list of support groups, organisations and charities that support LGBT+ refugees and asylum seekers;
2. Encourage regions and branches to affiliate and support LGBT+ specific organisations supporting asylum seekers;
3. Encourage regions and branches to invite groups and organisations that support LGBT+ refugees to hear first-hand lived experiences in their communities; and
4. Work with Labour Link and others to campaign against the Refugee Ban Bill and the inhumane detention of LGBT+ asylum seekers.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

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21. ILGA Europe and the rainbow map – the UK falling further in the index

Conference has always taken an interest in the publication of the Rainbow Map and Index each year in May and in particular the ranking of the United Kingdom (UK). ILGA-Europe, the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (IE) have produced the map and index since 2009, using it to illustrate the legal and policy situation of LGBT+ people in Europe. It ranks 49 European countries on their respective legal and policy practices for LGBT+ people, from 0-100%. To create each country ranking, ILGA-Europe examines the laws and policies in 49 countries using 74 criteria, divided between seven thematic categories: equality and non-discrimination; family; hate crime and hate speech; legal gender recognition; intersex bodily integrity; civil society space; and asylum.

Conference notes that in 2013 the UK ranked top with a score of 77%. In 2014 the UK again ranked highest and increased its score to 82%. In 2020 the UK had slipped to joint fourth with a score of 66%. In 2021 we slipped further with 64%. However, the UK was still in the top ten.

Conference is deeply concerned that in 2022 IE reported:

“The United Kingdom has suffered a significant drop in ranking, going from 10th to 14th place, losing points 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. This comes at a time of widespread political and media anti-trans sentiment, while the British government is not moving on long-promised reforms on gender recognition and banning so-called ‘conversion therapy’ for all.”

However, IE’s 2023 Rainbow Map and Index saw the UK fall even further to 17th place with a score of just 53%. IE have recommended:

1. Adopting a fair, transparent legal framework for legal gender recognition across the UK based on a process of self-determination and free from abusive practices.
2. Monitoring and reporting the experiences and outcomes of LGBT+ asylum seekers.

IE highlights that anti-trans rhetoric continued to cause serious damage in the UK again this year, with continued hostile reporting in mainstream newspapers. IE also highlighted the UK government’s plans to process asylum claims and set up reception centres in Rwanda, which LGBT+ asylum support groups highlighted could be a detrimental move for LGBT+ asylum seekers. This conference reaffirms its opposition to all deportations to Rwanda.

Conference considers this drop in the index to be unacceptable and completely avoidable.

Conference calls on the national LGBT+ committee to continue to:

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- a. Work with and support the work of ILGA-Europe and promote the work to regional and branch LGBT+ groups.
- b. Work with the national executive council (NEC) and other parts of the union as appropriate to oppose all deportations to Rwanda.
- c. Work with the NEC and other parts of the union as appropriate to highlight and oppose the continuing rise in hate speech especially against trans, non-binary and gender diverse people.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

Amendment 21.1

In point b., following “all deportations” add "such as those planned".

In paragraph that begins “IE highlights” add "such" between “all” and “deportations” and delete "to Rwanda".

West Midlands region LGBT+ group

22. Pride and politics

Conference notes that lesbian, gay, bisexual and trans plus (LGBT+) rights have been gradually eroded during the 10+ years of the Conservative party being in power in Westminster.

This year, the United Kingdom fell to 17th place in the International Lesbian, Gay, Bisexual, Trans and Intersex (ILGA) Europe ‘Rainbow Europe’ report. There continues to be no conversion therapy ban and trans and non-binary rights are regularly challenged by a small group of high-profile people, who have support from a number of Tory members of parliament and ministers.

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

Conference believes that if LGBT+ people fail to see their rights being advocated for within political parties, then they are likely to disengage from the political process.

Conference calls on the national LGBT+ committee to:

1. Produce and publish a range of resources to demonstrate what the decline in LGBT+ equality has looked like over the last 10+ years.
2. Develop and promote resources explaining why LGBT+ people should vote and how they can be active in the political process.
3. Encourage regions and branches to talk to members and potential members

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about the importance of registering to vote, voting in line with our values in upcoming elections and reminding our members and the wider LGBT+ community why we faced relentless public spending cuts and the benefits of collective bargaining.

4. Continue to raise our LGBT+ campaigning priorities with Labour Link and work with them to seek ways in which LGBT+ members of UNISON can become more engaged in politics.

North west region LGBT+ group

National LGBT+ committee position: **SUPPORT**

23. Conversion therapy

Conference notes conversion therapy that includes medical, psychiatric, psychological, religious, cultural or any other interventions that seek to erase, repress or change the sexual orientation and/or gender identity of a person remains completely permissible under law in the United Kingdom (UK). This is a huge concern.

Conference welcomes the motions passed at the 2021 and 2022 conferences on this issue, and now recognises that we need to continue to prioritise this campaign.

Conference acknowledges the damage the practice of conversion therapy has caused to generations of lesbian, gay, bisexual and transgender plus (LGBT+) young people and adults. It has especially targeted them when they are at their most vulnerable; many experience self-harm, eating disorders, mental ill-health, and attempted suicide as a result.

The Stonewall 'Unhealthy Attitudes' report (2015) found that within health and social care "one in ten (10%) have witnessed staff within their workplace expressing the belief that someone can be 'cured' of being lesbian, gay or bisexual".

The 2018 report 'LGBT in Britain – Health Report' found that "one in twenty lesbian, gay, bisexual and transgender (LGBT) people (5%) have been pressurised to access services or change their sexual orientation when accessing healthcare services".

The government has said it will prohibit all forms of conversion therapy in England and Wales. This is welcomed by conference. However, there is no visible evidence in progressing this, there seems to be no timetable for taking action, unlike the Scottish government who have committed to introducing legislation by the end of 2023.

Conference calls on the national LGBT+ committee to:

1. Continue to support 'end conversion therapy' campaigns, including Stonewall's 'Ban Conversion Therapy' campaign;

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2. Evidence work with the national executive council (NEC), service groups, self-organised groups, regions, and branches to raise awareness of the damage that conversion therapy does and encourage them to support end conversion therapy campaigns;
3. Report back to the 2024 national LGBT+ conference on progress that the health service group has undertaken with healthcare regulators and education providers to ensure that all LGBT+ healthcare needs are included in suitable accredited education/training programmes.

East Midlands region LGBT+ group

National LGBT+ committee position: **SUPPORT**

Amendment 23.1

“The government has said it will prohibit all forms of conversion therapy in England and Wales. This is welcomed by conference. However, there is no visible evidence in progressing this, there seems to be no timetable for taking action, unlike the Scottish government who have committed to introducing legislation by the end of 2023.”

Insert after “2023”:

“While the Northern Ireland Assembly voted to ban conversion therapy in 2021, with the then Communities Minister committing to take this work forward and the Department for Communities undertaking research to advance this area of work, it is currently on hold due to the lack of a functioning Assembly.”

“1. Continue to support ‘end conversion therapy’ campaigns, including Stonewall’s ‘Ban Conversion Therapy’ campaign;”

insert after “campaign”:

“and the Ban Conversion Therapy Northern Ireland Coalition”.

Northern Ireland region LGBT+ group

Amendment 23.2

Delete point 2 and replace with:

2. Work with the relevant parts of union as appropriate, to raise awareness of the damage that conversion therapy does and encourage them to support end conversion therapy campaigns;

Delete point 3 and replace with:

3. Liaise with the health service group to progress work with healthcare regulators and education providers to ensure that all LGBT+ healthcare needs are included in suitable accredited education/training

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programmes.

National LGBT+ committee

Amendment 23.3

In the final paragraph in sub-paragraph 2. after “self-organised groups,” add “young members’ organisation, retired members’ organisation,”.

West Midlands region LGBT+ group

24. Equal access to assisted conception

Conference notes:

1. There is currently no right to paid time off to attend assisted conception appointments to receive treatment.
2. In lieu of a workplace policy assisted conception appointments may be classed as medical appointments which may have implications on attendances record and income.
3. There is no right to attend assisted conception appointments for the partner of the person receiving treatment.
4. There is no protection under pregnancy discrimination legislation until after the embryo transfer stage.
5. Currently homosexual couples must have 4 unsuccessful rounds of self-funded treatment to qualify for NHS funding, whereas heterosexual couples must have unprotected sex for 12 months. This causes homosexual couples to undertake either financial burdens or legal risks.
6. Several employers, including Queen’s University Belfast, Tesco, Asda and Bristol City Council, have introduced a policy for paid time off for assisted conception treatment.
7. UNISON has previously worked with Fertility Network Scotland to develop a fertility policy to ensure that those requiring investigations and treatment for infertility are protected from workplace discrimination and are subject to the same rules as other employees who wish to take medical leave.
8. The New Decade New Approach agreement promises 3 rounds of in vitro fertilisation (IVF) treatment in Northern Ireland, rather than the 1 cycle currently offered.

Conference believes:

- a. Assisted conception treatment should not be classed in the same way as

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other medical appointments.

- b. Everyone should have equal rights to paid time off for assisted conception treatment, rather than a case by case or workplace by workplace basis, regardless of jurisdiction.
- c. Homosexual couples should not be required to undergo 4 rounds of self-funded insemination to qualify for NHS funded treatment.
- d. Assisted conception services must be adequately resourced.

Conference calls on the national lesbian, gay, bisexual and transgender plus (LGBT+) committee, working with the relevant committees in Northern Ireland, Scotland and Wales:

- i. To campaign for paid time off for assisted conception treatment
- ii. To campaign for paid time off for accompanying partners to attend assisted conception appointments
- iii. To campaign for the delivery of 3 rounds of IVF in Northern Ireland as promised in the New Decade New Approach agreement
- iv. To campaign for equal access to assisted conception for both homosexual and heterosexual people, in real terms not just on paper.

Northern Ireland region LGBT+ group

National LGBT+ committee position: **DEFER**

25. Equality in hate crime charging

Conference recognises the differences in charging and sentencing offenders against lesbian, gay, bisexual and transgender plus (LGBT+) victims, than offenders against some of the other marginalised groups in current law.

Hate crimes can only be prosecuted as such if evidence of hostility is submitted as part of the case file. Hate crimes are personal; they target vulnerable people and sends the message 'You are not welcome.'

Currently there are five categories that are classed as hate crimes, but someone can be a victim of more than one type of hate crime:

- 1. Race or ethnicity
- 2. Religion or beliefs
- 3. Sexual orientation
- 4. Disability
- 5. Transgender identity.

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Criminal offences against race or religion can be charged as 'aggravated assault,' have fixed aggravating/hate factor on penalty/sentencing and cannot be adjusted at all.

Criminal offences against the LGBT+ community have a variable aggravating/hate factor on penalty/sentencing and can be adjusted subjectively.

These variable weights are calculated on:

- a. at the time of committing the offence, or immediately before or after doing so, the offender demonstrated hostility towards the victim based upon the sexual orientation (or presumed sexual orientation) of the victim or based upon the victim being (or being presumed to be) transgender; or
- b. the offence was motivated (wholly or partly) by hostility towards persons who are of a particular sexual orientation or who are transgender.

While both acts legislate additional penalty/sentencing for hate-directed crime, we do note the disparity and how LGBT+ victims may not receive the same judicial service as others.

Some offenders against LGBT+ victims could be released sooner than others, possibly before they've been properly rehabilitated - or it could encourage re-offending against LGBT+ people if offenders think that sentencing/penalty isn't as harsh as other crimes.

While the intention to provide equality for marginalised groups in justice can be seen, this cannot be happening while some groups are still treated differently and given a different level of justice.

Key figures

In the year ending March 2022, there was an increase of 26% (155,841 crimes) in England and Wales from the previous year (124,104 offences).

In the year ending March 2022, there were 109,843 race hate crimes:

- i. 51% based upon race, or ethnicity (56,346) up 19%
- ii. 8% based upon religion, or beliefs (8,730)
- iii. 24% based upon sexual orientation (26,152) up 41%
- iv. 13% based upon disability (14,242) up 43%
- v. 3% based upon transgender identity (4,355) up 56%.

Conference believes that all hate crimes should be treated equally with parity in the way perpetrators can be charged.

To remedy this disparity, and have LGBT+ victims given the same opportunity for similar outcomes as others, conference asks that:

- A. the national LGBT+ committee highlights the inconsistencies in hate crime charging and

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- B. the national LGBT+ committee liaise with the national executive council and other relevant bodies such as Labour Link to lobby for changes in the law through the appropriate channels open to them.

East Midlands region LGBT+ group

National LGBT+ committee position: **SUPPORT**

26. Public sector equality duty

Conference notes that UNISON is often described as ‘the public sector union’ and has a huge amount of members working in the public sector. The public sector equality duty came into force in 2011 and requires public authorities, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

1. eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010
2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to ensure transparency, public authorities are required to publish their equalities objectives every four years, and information to demonstrate their compliance with the public sector equality duty.

Conference notes that this is an important part of UK equalities legislation, covering England, Scotland and Wales, as is the Section 75 duty covering Northern Ireland. Conference questions whether these duties are having the impact that was intended, and whether the reported outcomes are scrutinised appropriately.

Conference calls upon the national lesbian, gay, bisexual, transgender plus committee to:

- a. Work with regions and branches and with other self-organised groups, to develop a campaign for greater awareness of the duties and more detailed scrutiny of the reporting from employers.
- b. Work with grassroots activists to better equip them, educate them and prepare resources to bring to their employers, raising awareness of the duty, its implications and requirements.

Home Housing Association branch LGBT+ group

National LGBT+ committee position: **SUPPORT WITH QUALIFICATIONS**

27. Never fear the queer

Conference notes that the word queer has for many people in lesbian, gay, bisexual and transgender plus (LGBT+) communities extremely negative connotations as for nearly 130 years the word has been used as a way to insult and alienate members of the LGBT+ community. Conference notes that the first reported use of queer as a slur was in 1894, when John Douglas, the 9th Marquis of Queensberry, called his son Lord Alfred Douglas and his alleged lover Oscar Wilde “Snob Queers” in a public court trial. This was widely reported, particularly in America where newspapers began using “queer” as a word to denigrate people perceived as having homosexual characteristics in disparaging articles. This then returned to the UK where queer as a negative term became part of the popular lexicon.

Conference is aware that as children, many members would have heard the word bandied about and may even have suffered having it shouted at them in the playground or as they walked along the streets. Indeed, in the armed forces, for a long while, service personal would be investigated for being queer, not lesbian, gay or bisexual as they were not the officially approved words. Additionally, many LGBT+ people were victims of, sometimes highly organised, queer bashings over the years.

Conference notes that since the 1990s, LGBT has been a common initialism to describe a community of non-heterosexual and non-cisgendered individuals who identified as lesbian, gay, bisexual, or transgender. They further note that in recent decades, it has become more common to see a fifth letter included in the acronym: Q for queer – it can also mean questioning.

This can be dated back to the aftermath of the Stonewall riots in 1969, when many people in the community started to reclaim the word queer on the grounds that they were no longer going to stand for a society that used the word against them. Instead, they would take it back and use it themselves, on the basis that “society cannot use a word against the community if they are claiming it and are proud of this identity.”

Conference notes that while it is impossible to forget the history of the word, and its long-term painful effect on some within the LGBT+ community, queer has now spread through those, particularly young people, that wish to give themselves an identity which doesn't have a specific gender identity or sexual orientation definition.

Conference therefore calls upon the national LGBT+ committee to:

1. Commission an article for ‘Out in UNISON’ tracing the history of the word and its current usage including highlighting the negative history of the word.
2. Publicise the use of the word queer as a gender/sexuality non-specific word used by some members of LGBT+ communities, particularly young people,

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that wish to identify themselves in this way.

Greater London region LGBT+ group

National LGBT+ committee position: **SUPPORT**

28. Ending violence against women and girls – hearing the voices of LGBT+ people

Conference notes the Violence Against Women and Girls Strategies (VAWG) currently in place or in consultation across England and devolved nations must be more explicit in its inclusion of LGBT+ communities. Research by the national partner and sexual violence survey found that underreporting of domestic abuse in the LGBT+ community is between 60 and 80%. In addition, Stonewall reports that “One in four of all lesbian and bisexual women have experienced domestic violence in a relationship. Two thirds of those say the perpetrator identified as female and a third male. One in four of the general population of women has experienced domestic violence.” Further research by Stonewall found that over half (51%) of trans people who had experienced domestic abuse in the last year reported that their partner had ridiculed their gender identity.

Conference also notes in several countries, including the United Kingdom (UK), United States of America (US) and Canada, studies have shown that bi+ women are more vulnerable to rape, sexual assault, domestic violence and stalking. In addition, coercive control is prevalent in same-sex relationships with a study in 2012 recording that 48.4% of lesbian women and 68.8% of bisexual women have experienced coercive control in their lifetime, compared to 40.5% of straight women. It is clear that targeted support for LGBT+ women is under-resourced, or non-existent in some parts of the UK, such as Northern Ireland.

Conference believes that strategies to end all violence against women and girls should include a section on the explicit needs and experiences of LGBT+ women and girls. There should be targeted support for LGBT+ women who experience or are at risk of violence, including domestic abuse and sexual violence. There should be mandatory training on best practice such as using gender neutral pronouns and sexual orientation awareness for service providers and advocates. In addition, there should be LGBT+ domestic violence liaison support and independent domestic violence advocates.

We call on the national LGBT+ committee to:

1. Encourage branches and regions to support campaigns for VAWG strategies to explicitly include LGBT+ people.
2. Campaign for targeted support for LGBT+ victims and survivors.

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3. Campaign for LGBT+ awareness training for service providers who may be in contact with LGBT+ communities who themselves have experienced violence.
4. Work with the national women's committee to make UNISON's work on violence against women and girls inclusive of the explicit needs and experiences of LGBT+ people.

Bisexual+ members' caucus

National LGBT+ committee position: **SUPPORT**

29. LGBT+ people in sport: sidelined and discriminated against

Conference notes the negative impact of media reporting regarding LGBT+ people in the wake of the Gender Reform Act being proposed and agreed by the Scottish parliament.

Conference notes that this has contributed to many LGBT+ people decreasing their interactions with their communities especially in the sporting community.

Conference further notes the negative impact, in terms of inclusion of LGBT+ people into sport, by recent proposals by sporting bodies such as Scottish Rugby to choose to not include trans women or trans girls into grassroots and elite rugby.

Conference notes that this is impacting on people's human right to have access to sport and achievement and thus negatively impacting on people's wellbeing.

Action:

1. The national LGBT+ committee to campaign for LGBT+ people's inclusion into sport at every level.
2. The national LGBT+ committee to support LGBT+ sports organisations such as LEAP Sports in Scotland and Pride Sports in England to lobby sporting governing bodies to encourage them to develop inclusive policies to support LGBT+ athletes into sport at every level.
3. The national LGBT+ committee to encourage branches especially those in local government where leisure trusts may be in place, to engage members in these areas to encourage and support development of LGBT+ inclusive policies for sporting clubs / community groups who they may come into contact with.

East Ayrshire local government branch LGBT+ group

National LGBT+ committee position: **SUPPORT**

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International

30. Palestine

Conference welcomes:

1. The report made by UNISON's delegation to Palestine 28 January to 3 February 2023; and,
2. The resolution, 'We Need to Talk About Palestine' (motion 72 as amended) of UNISON national delegate conference 2023.

Both the report and the resolution confirm and renew UNISON's support for the Palestinian people's struggle for independence, territorial integrity and national unity and our commitment to a strategy of targeted campaigns for Boycott, Divestment and Sanctions.

Conference believes that our self-organised group should take this opportunity to review the delegation's recommendations and the resolution's action points with a view to identifying what our self-organised group's contribution to UNISON's work on Palestine will be and how this will feature during UNISON's Year of LGBT+ (lesbian, gay, bisexual and transgender plus) Workers.

Conference instructs the national LGBT+ members' committee accordingly and to work with UNISON national executive council, the Palestine Solidarity Campaign and others as appropriate to consider two areas of work in particular:

- a. How to continue to challenge 'pinkwashing', the Israeli government's propaganda strategy to project an image of Israel as a fun-loving LGBT+ haven, using racist stereotypes to depict Palestinians as backward and concealing policies of occupation and apartheid which oppress and erase Palestinians including with respect to gender and sexuality; and,
- b. How to defeat the Anti-Boycott Bill which received its second reading in the House of Commons on 3 July, most opposition members of parliament abstaining, how to continue the LGPS (Local Government Pension Scheme) Divest Campaign in the parts of the United Kingdom, if any, where doing so will remain lawful and how to retain or restore our right, as workers, to have our say where our deferred wages are invested.

West Midlands region LGBT+ group

National LGBT+ committee position: **SUPPORT**

31. Palestine

Conference notes that the Israeli government that came into office under Benjamin Netanyahu in December 2022, has been described by the BBC as the "most

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religious and hard-line government in Israel's history”.

It is a coalition containing far-right parties, including one whose leader was once convicted of anti-Arab racism and one whose leader has called for Jerusalem's Gay Pride event to be banned. Finance Minister Bezalel Smotrich, who heads the Religious Zionism Party, has condemned lesbian, gay, bisexual and trans plus (LGBT+) activists and called the justice system too liberal. Avi Maoz, leader of the extremist religious nationalist party Noam, has said LGBT+ people are a “threat to the family”.

This government has declared that "the Jewish people have an exclusive and unquestionable right to all areas of the land of Israel" and has said it will annex the West Bank.

Conference is deeply concerned by the Westminster Conservative government's introduction in June of an 'anti-boycott' Bill that would 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 notes that the motion 'We need to talk about Palestine' adopted by 2023 national delegate conference, called on the national executive council (NEC) to defend the right of public bodies to purchase, procure and invest ethically, and to continue supporting the Boycott, Divestment, Sanctions movement (BDS) to demand an end to the occupation and hold the Israeli government accountable for its violations of Palestinian rights and of international law.

It welcomes UNISON being a member of the coalition of over 60 organisations, coordinated by the Palestine Solidarity Campaign, that is campaigning against the 'anti-boycott' Bill.

Conference notes that LGBT+ people have long been a primary target of the Israeli government's attempts to change Israel's image from that of a country in a state of war to that of a 'liberal and modern' tourist destination and of a campaign specifically aimed at trying to undermine support in LGBT+ communities for the Palestinian people.

Conference further notes that the resolution 'Palestine' adopted by 2016 LGBT conference endorsed UNISON policy in support of the Palestinian people and BDS, and in campaigning against laws seeking to silence those who campaign for Palestinian rights. It instructed the national LGBT committee (as it was then) to continue to work with the NEC in various ways, including campaigning to raise LGBT+ people's awareness as to why they should not go on holiday to Israel. Subsequent conferences have echoed this support for justice for Palestine.

Conference calls on the national LGBT+ committee to work with the NEC and other parts of the union as appropriate to:

1. Urge LGBT+ members to support the campaign against the 'anti-boycott' Bill

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2. Promote UNISON's guide 'Palestine: is your pension invested in the occupation' and the guide for UNISON activists 'Talking about Palestinian rights'
3. Continue to encourage LGBT+ members, branch and regional groups to take actions in support of Palestinian rights.

National LGBT+ committee

National LGBT+ committee position: **SUPPORT**

32. Uganda Anti-Homosexuality Act 2023

Conference notes with concern the recent passing into law the Anti-Homosexuality Act 2023 by Uganda at the end of May 2023, and welcomes the condemnation of this legislation by the United Kingdom (United Kingdom of Great Britain and Northern Ireland), the United States (United States of America), the European Union, the UNHCR (United Nations High Commissioner for Refugees) and others.

Conference is concerned for the safety of LGBT+ people in Uganda.

Conference is all the more appalled by the draconian sentences in the act, such as:

1. the "offence" of homosexuality, punishable by up to life imprisonment
2. the "offence" of aggravated homosexuality, punishable by death
3. reiterates that consent to a homosexual act does not constitute a defence
4. the "offence" to knowingly allow renting premises to people who wish to engage homosexual acts on such premises, punishable by up to seven years' imprisonment
5. the "offence" of promotion of homosexuality, punishable by up to 20 years imprisonment.

This is not an exhaustive list of offences under the act.

The rollback of lesbian, gay, bisexual, transgender plus (LGBT+) rights has been a developing theme across the world in recent years, not just in Africa. In the United States (US) transgender rights are a constant source of concern, and Russia is enacting ever more punitive laws targeting LGBT+ rights. Slovakia, Poland, Malaysia, Indonesia, and others are either enacting anti-LGBT+ laws, or enforcing laws that were previously unenforced.

Conference recognises the role of the evangelical Christian movement in providing funding, advice, and encouragement to local Ugandan politicians to enact this law. An openDemocracy investigation found that, between 2008 and 2019, the US Christian right spent at least \$280 million abroad. Ghana, Kenya, Tanzania and other nations have introduced anti-LGBTQ+ bills that impose harsher punishments with the assistance of US groups. It now appears that Kenya is one of the new front

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lines in Africa.

Conference, our international community are under attack, and we must stand with them, and provide what assistance we can.

Conference calls on the national LGBT+ committee, working with the national international solidarity committee to:

- a. Support local LGBT+ campaigning groups to challenge for the repeal of this draconian legislation.
- b. Support local LGBT+ activists to support LGBT+ people in Uganda.
- c. Support ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) in opposition of this law.
- d. Support LGBT+ groups in Kenya, to help them prevent the introduction of anti-LGBT+ legislation.

South east region LGBT+ group

National LGBT+ committee position: **SEEK REMITTAL**

33. Support for neurodivergent LGBT+ members

Conference notes that the term 'neurodivergent' is a relatively new but recognised term for variations of neurological and cognitive abilities.

Conference notes that not all conditions under this umbrella term are life-long and may have been caused by traumatic events; and that not all individuals who identify as neurodivergent will have (or wish to obtain) a clinical diagnosis and that a person may have more than one variation recognised under the umbrella term.

With increasing awareness of neurodivergence within the workforce, there is a pressure on UNISON and employers to ensure neurodivergent staff and members are appropriately supported to not only live with, but thrive with, their neurodivergence.

Conference recognises that lesbian, gay, bisexual and transgender plus (LGBT+) people are more likely to be neurodivergent than non-LGBT+ people (Glidden D, Bouman WP, Jones BA, Arcelus J. Gender dysphoria and autism spectrum disorder: a systematic review of the literature. *Sex Med Rev.* 2016;4:3-14. George R, Stokes MA. Sexual orientation in autism spectrum disorder. *Autism Res.* 2018;11:133-141), and neurodivergent LGBT+ members face additional challenges in the workplace, including ableism, homophobic, bi-phobic and transphobic rhetoric that view neurodivergence as the 'cause' of sexual and gender diversity. This motion acknowledges UNISON's definition of bi plus (+) and trans, non-binary and gender diverse when referring to bi-phobia and transphobia. People with these variations have a wide range of characteristics but may also share some common features in

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terms of how they learn and process information compared to 'neurotypical' people. These features can often be strengths as well as challenges, but bring many benefits for employers which the term neurodivergence acknowledges.

Neurodivergent workforces can lead to more lateral thinking and can be a business benefit to employers. Conference recognises that neurodivergent LGBT+ people can be socially conditioned to hide or mask both their sexuality and/or gender as well as present as neurotypical. Therefore, a neurodivergent LGBT+ person is much less likely to be able to, or feel supported to, request adjustments in the workplace or point to the phobic narratives which present as barriers within the workplace.

Conference therefore calls on the national LGBT+ committee to work alongside the national disabled members committee to:

1. Publish a guide for branches on supporting reasonable adjustments for neurodivergent members.
2. Develop training for activists on neurodivergence and how to support members in the workplace.
3. Increase awareness of the association between LGBT+ identities and neurodivergent identities.
4. Combat and challenge the rhetoric that neurodivergence 'causes' LGBT+ identities.
5. Work with Labour Link to lobby for any ban on conversion therapy to also ban any therapy which seeks to 'cure' neurodivergence.

South West region LGBT+ group

34. Supporting our disabled including neurodivergent lesbian, gay, bisexual and trans plus (LGBT+) members

Conference notes that in UNISON, we use the social model of disability which reflects that people are disabled by the barriers they face in the workplace, society and attitudes rather than their impairment or condition. It is recognised that our disabled members face structural ableism including those that are neurotypical.

The term neurodiversity is a term that refers to natural cognitive differences between people and was coined in the late 1990's by Australian sociologist Judy Singer. The neurodiversity paradigm understands neurodiversity to be a form of human diversity that is subject to the same social dynamics as other forms of diversity (including power and oppression). The medicalisation of neurodiversity has no valid scientific basis, and indeed many neurodivergent people will never receive a diagnosis. Many neurodivergent people meet the definition of disability under the Equality Act 2010.

24 per cent of the United Kingdom (UK) population is disabled. It is estimated that 15 to 20 per cent of the population are thought to be neurodivergent. Office of National

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Statistics reports 3.2 per cent of the UK population as being lesbian, gay, bisexual plus (LGB+). It is estimated that 0.4 to 1.3 per cent as trans, non-binary or gender diverse.

Evidence from a Cambridge University study in 2020 suggests that neurodivergent people, particularly those who are autistic, are significantly more likely to identify as LGBT+ than those who are neurotypical. Research indicates that neurodivergent people are more likely to be scrutinised in relation to their sexual orientation and gender identity.

Our members who are disabled and LGBT+ face multiple barriers in the workplace. Some people may not be out at work in respect of their sexual orientation, gender identity and at the same time in respect of being neurodivergent and disabled. Our members experience barriers to participation in activism, attending Pride marches, social spaces, access to services and in the workplace.

Conference notes that there can be a tendency to dismiss LGBT+ identities of disabled and neurodivergent people. Alex Toft and Anita Franklin detail in their book 'Young, Disabled, and LGBT+' neurodivergent people are often wrongly perceived as more naive, childlike, and incompetent than neurotypical people demonstrating a lack of understanding of neurodiversity. There are incidents of people who express gender critical views using this perception to argue that neurodivergent and disabled young people are unable to fully understand non-cisgender and non-heterosexual identities which is not the case.

Conference therefore calls on the national LGBT+ committee to work with the national disabled members committee to:

1. Consider holding events during the Year of LGBT+ workers in 2024 on the social model of disability and reasonable adjustments in the workplace.
2. Raise awareness of UNISON resources on the social model of disability and reasonable adjustments.
3. Promote accessibility in the way in which we organise that reflects the diversity of our LGBT+ disabled members.

Disabled LGBT+ members' caucus

35. Climate change: a campaign priority for Black LGBT+ people

Conference acknowledges the importance of the 'Lucas Plan' formulated 47 years ago by trade unionists at Lucas Aerospace. It proposed an alternative corporate plan, protecting jobs, demanding fair wages, better working conditions and addressed social inequalities. The 2015 International Trade Union Conference (ITUC) agreement developed this, calling for a unified campaign to promote workers' rights, eradicate social inequalities and address environmental issues.

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UNISON's ethical procurement campaign answered this call robustly. A practical guide for organising Pride events, harnessed the transformative power of trade unions in response to climate change and social injustice. Guidance includes a template letter to suppliers and manufacturers, seeking transparency about workers' rights, living wages and LGBT+ human rights throughout the supply chain for goods (e.g. rainbow flags, t-shirts) and services. It highlights the impact on climate change of excessive consumption while underlining the importance of Pride events purchasing fair trade, recycled and organic goods.

The importance of campaigning like this is especially urgent for Black LGBT+ people. Black LGBT+ people are more likely to experience poverty, discrimination, homelessness and violence. These factors are more likely to place Black LGBT+ people at risk as the growing climate crisis impacts disproportionately on economically deprived communities. This includes Black LGBT+ people disproportionately facing the impact of extreme weather patterns, exacerbated health inequalities and increasing job insecurity linked with changing work environments dominated by the greed principle.

For Black LGBT+ people, climate change campaigning, in solidarity with Black communities throughout the world, including the Southern Hemisphere, is a priority. Many of us are recent immigrants from or have diasporic roots extending deep into the history of the Southern Hemisphere. We carry in our bodies, in our lives, the living imprint of historical transatlantic slavery and colonialism. We bear testament to the violent, capitalist domination of the Southern Hemisphere by the North.

The climate consequences of a profligate, capitalist North are visited disproportionately on Black communities in the South, who face catastrophic environmental pollution and severe weather events. Global Black LGBT+ communities additionally face a post-colonial legacy of anti LGBT+, heteronormative laws which persist and perpetuate further LGBT+phobic laws. This is exacerbated by climate change-related social instability engendering the rolling back of all human rights, including LGBT+ rights.

Conference asks the national LGBT+ committee to :

1. To seek to ensure that in 2024 Year of LGBT+ workers, Year 2024, the impact of climate change for Black LGBT+ people is at the heart of continued climate change awareness raising work
2. In line with UNISON's 'Just transition' campaign, founded on a motion adopted by NDC in 2017, seek to develop alliances with other trade unions sharing our objectives, highlighting the specific risks for Black LGBT+ people and other intersectionalities
3. Progress work on disinvestment from fossil fuel extraction for pension funds, with emphasis on the impact on people made particularly vulnerable due to

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their intersectional identities, including Black LGBT+ people.

Black LGBT+ members' caucus

36. Support for the Disability Employment Charter

Conference is proud that UNISON is one of the founding members of the Disability Employment Charter which now has 147 organisations signed up to it, including trade unions, disabled people organisations, public service employers, charitable organisations, and private sector employers. The Disability Employment Charter was founded because of the disadvantage that disabled people experience in the labour market and workplaces.

The Charter calls on supporting disabled people into employment. Reform of Access to Work and Disability Confident, leveraging government procurement, improving the requirements to provide reasonable adjustments within a timeframe, require employers to consult and negotiate with disabled people and their representatives, provision of a 'one stop shop' portal for advice and support and monitoring national progress on disability employment.

A further ask of the Charter is to require all employers with 250+ employees to publish data annually on: the number of disabled people they employ as a proportion of their workforce; their disability pay gap; and the percentage of disabled employees within each pay quartile.

Conference recognises that the current cost of living crisis has made the requirement of annual reporting of pay gaps in respect of ethnicity, sexual orientation, gender identity and disability even more pressing.

Conference notes that since gender pay gap reporting was required for organisations with more than 250 employees there has been an improvement but there is still a long way to go. Trades Union Congress (TUC) reported that the disability pay gap means that generally disabled members will work from the 8 November for the rest of the year for zero pay.

Whilst there remains a lower ethnicity pay gap, there are significant disparities in geographical areas.

In respect of the LGBT+ pay gap, there is very little official data but a YouGov survey in 2019 reported that LGBT+ workers were being paid an average £6,700 per year less than non-LGBT+ colleagues, a 16% pay gap.

UNISON's experience is that trans, non-binary and gender diverse members are likely to be particularly impacted in respect of pay disparities. Conference believes that to address the remaining pay gaps, mandatory annual reporting of ethnicity, disability and LGBT+ pay gaps should be required from all employers with more than 250 workers. Conference further recognises that without the relevant diversity data,

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such reporting will be incomplete, and will not be robust.

Conference calls on the national LGBT+ committee working with relevant national self-organised group committees where appropriate to:

1. Review the LGBT+ workforce monitoring factsheet
2. Raise awareness of the disability, LGBT+, and ethnicity pay gaps with regions, branches and service groups
3. Publicise the Disability Employment Charter amongst the LGBT+ self-organised group with information on how this can be used by branches.

Disabled LGBT+ members' caucus

Motions to National Delegate Conference 2024

NDC 1. Year of LGBT+ workers – embedding LGBT+ equality in our union

Conference notes that we are halfway through celebrating the Year of LGBT+ Workers and welcomes the opportunity that this provides to promote UNISON as the union for LGBT+ workers, raise awareness of LGBT+ rights throughout the union, challenge discrimination, and recruit and activate LGBT+ members.

The year highlights the important contribution our LGBT+ members make to the union, to improving employment conditions for LGBT+ workers and to campaigning more broadly on equality for LGBT+ people. The LGBT+ group has been key to campaigns to improve the rights of LGBT+ people within the workplace and wider society and has played an active role in the repeal of section 28, equalisation of the age of consent, and the introduction of civil partnerships and marriage for LGBT+ people. But there is still much more to do.

Most recently, the national LGBT+ committee has helped to create the successful trans ally training across our union. This helps members to better understand the issues our trans, non-binary and gender diverse members face and how to be allies to them. We are proud of how many members have taken part in this programme and how many trans, non-binary and gender diverse members have become activists because of this work. It also shows that by equipping members with knowledge and empathy, we can facilitate more welcoming and supportive workplaces.

As a trade union, we need to continue to encourage active recruitment and promotion of LGBT+ members in UNISON and strive for LGBT+ representation at all levels of leadership. By fostering diversity in leadership, we not only provide role models for LGBT+ members but also bring diverse perspectives to decision-making, benefiting the entire union.

To achieve this, all branches need to support local LGBT+ Pride events and run

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awareness campaigns within the workplace and making UNISON's LGBT+ materials visible.

Conference acknowledges that tackling systemic and ingrained discrimination against LGBT+ workers will take more than one year. Conference further recognises the need to use the success of the year to continue our work and embed the work on LGBT+ equality in all areas of our union.

We call on the NEC to work with the appropriate parts of the union to:

1. Promote UNISON's year of LGBT+ workers including national and regional events
2. Evaluate the success of the year with an indicator of where activity has taken place and the range of stakeholders involved
3. Encourage regions and branches to use days in the LGBT+ calendar to promote the work that UNISON does for LGBT+ equality
4. Establish a programme of activities which build on the achievements of the year
5. Promote and encourage the use of UNISON LGBT+ guidance, fact sheets and model policies in public service workplaces
6. Work with service groups to follow up on the motions which have been passed by service group conferences to deliver the bargaining agendas on LGBT+ rights and equality in the workplace
7. Promote and participate in equality training, and in particular the trans ally training.

National LGBT+ committee

Motions Ruled Out of Order

Beyond remit of the conference

Motion Preserving safer spaces at UNISON conferences

The UNISON rule book stipulates one of the aims of our union is to “promote fair representation in all the union's structures for women, members of all grades, Black members, disabled members and lesbian, gay, bisexual and transgender plus (LGBT+) members.” As a trade union built on the values of solidarity and collectivism, we know just how important it is to defeat the tendencies that divide people. It is why we in the movement have a special responsibility to tackle discrimination. We know that unless we do so our objective to organise and unite all

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working people becomes more difficult.

UNISON has a long and proud tradition of tackling discrimination in the workplace and more broadly in society. We were the union that championed self-organisation, proportionality, and fair representation, to guarantee through our rule book a union that reflects the diversity of its membership.

Conference notes that for many years UNISON, through the dedication and hard work of the national LGBT+ committee, officers and activists has provided a space for any member who may self-define as LGBT+ but who may not be out to colleagues or even their branch, to approach like-minded individuals with life experience to discuss any issues of importance or ask for support or advice.

National delegate conference (NDC) is the sole opportunity for our members and activists to attend through their branches the single most democratic decision-making body which exists within the UNISON calendar.

Conference notes that at NDC in Liverpool 2023, no such safe space existed. Our visibility at the only event where all service group delegates come together in our union was eroded during Pride Month, the most important month in the LGBT+ calendar.

Decisions made democratically at previous SOG conferences and at NDC, to support, promote and celebrate our diverse membership should be reflective within the structures and actions of our union, and not solely in the workplace.

Equality must be embedded in all our unions actions and events.

We call on the national LGBT+ committee to:

1. Address the ongoing erosion of our safe spaces for LGBT+ members within our own union, it's structures and events.
2. Ensure that a visible LGBT+ meeting point, information stand and supportive documentation are provided at all conferences.
3. Ensure that our SOGs retain their individual visibility to prevent dilution of the equality agenda.
4. Ensure that UNISON promotes LGBT+ visibility and in particular during Pride month.

Scotland region LGBT+ group

Motion Equality of representation on our NEC

Conference notes that since this union's inception it has remained a distinct possibility for UNISON's national executive council (NEC) to have no elected members who self-identify as lesbian, gay, bisexual and transgender plus (LGBT+) due to the lack of reserved seats for our community.

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Conference further notes that whilst reserved seats for Black members, disabled members and exists women's seats on the NEC at this time. This constitutes unfair representation for the LGBT+ SOG on our main elected governing body in comparison with our other self-organised groups.

Conference believes that UNISON committees should always be inclusive and reflect fair representation of our membership but we also acknowledge that at present reserved places on the NEC are voted for by all members, regardless of whether they identify as a Black member, disabled member or a woman.

Conference calls on the national LGBT+ committee to:

1. Launch a consultation with LGBT+ identifying members on the implementation of reserved places for LGBT+ members on the NEC to ensure fair, equal and equitable representation of our community.
2. Explore the possibility for reserved places to be elected by the national SOG conferences, rather than by all UNISON members.
3. Report back to the 2024 national LGBT+ conference on the results of this consultation and steps to implement any outcomes that are realised.

Yorkshire & Humberside region LGBT+ group

Amendment to standing order 3.1

In SO3.1 after "committee" add ", retired members' lesbian, gay, bisexual and transgender plus (LGBT+) caucus"

West Midlands region LGBT+ group

Beyond the remit of the committee

Motion LGB Alliance 'charitable status'

Conference notes that the LGB Alliance (LGBA) was granted 'charitable status' on the 20th of April 2021. Conference believes that the LGBA's published mandate meets three of the qualifications required, but its actions arguably don't comply with having "purposes which are capable of being charitable" nor are its actions "exclusively charitable".

The Charity Commission's decision that, in principle, the promotion of the rights of lesbian, gay and bisexual people may be pursued without "denigrating the rights of transgender people", campaign activity by the LGBA appears to conflict with this fundamental principle. By actively lobbying against reforms to the Gender Reform

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Act, and being a vocal opponent in the Tavistock Portman case, the actions of the LGBA are arguably at odds with this principle.

Conference notes that a March 2022 report from Hope not Hate, 'Transphobia and The Far Right' stated "The American far-right 'citizen journalist' Andy Ngo, who frequently posts anti-trans content on his social media, attended a conference organised by British group LGB Alliance... as a member of the press. ...Ngo had left his job as editor of Quillette after it was revealed that he knew that the far-right group Patriot Prayer was planning violence without reporting it. Attending and reporting from the LGB Alliance conference exposed both Ngo's and LGB Alliance's audiences to one another."

The same report stated "In recent years transgender people have become an important target of far-right hate, both here in Britain and internationally. Hate against trans people has united the broader far right in a way few other issues have done". The report also stated "because [the] strict view on gender as binary and biologically defined is shared across the far right, so too has opposition to the movement for transgender equality". Mirroring these sentiments, the LGBA website states, "Sex in human beings is binary" and "Our biological sex (female or male) is determined at conception".

In June 2021, Mermaids, supported by a coalition of LGBT+ organisations, appealed the Charity Commission decision to register the LGBA as a charity. Mermaids argued that "LGBA shouldn't be recognised as a charity because it was focused on hostile anti-trans activism and not (as it claimed) on the promotion of lesbian, gay and bisexual rights." Their appeal was dismissed in July 2023, not on their arguments, but on their legal standing to challenge the decision.

Conference is appalled that attacks on transgender rights are now spreading to the wider LGBT+ community, with people who are perceived to be trans reporting that they are now being subject to abuse and discrimination.

Conference calls on the national lesbian, gay, bisexual, transgender plus (LGBT+) committee, working with the trans, non-binary, and gender diverse caucus, to:

1. Work with relevant parties to explore a challenge to the LGBA's charitable status;
2. Continue to publicise and deliver UNISON trans ally training, 'Transgender workers' rights', 'Why pronouns are important', and 'Non-binary inclusion' factsheets, and the 'Model trans equality policy'.

South east region LGBT+ group

Could place the union in legal jeopardy

Motion Stop! radicalisation and create safe spaces for LGBT+ young workers

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Not printed on the advice of the legal officer

South Tyneside and Wearside health branch LGBT+ group

Motion Pride in politics

Not printed on the advice of the legal officer

North west region LGBT+ group

In breach of the agreement on the political fund

Motion Equality on our doorstep – supporting the work of ILGA Europe

Conference notes that the work of ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) Europe remains of great importance in working forwards LGBT+ equality in Europe.

Though many countries within Europe have laws which protect against discrimination of LGBT+ people, many countries such as Armenia, Azerbaijan and Turkey have no such laws to protect against discrimination or hate crimes. We have also seen in recent years countries such as Poland and Latvia refusing to apply such laws, as well as the creation of 'LGBT+ free zones' and ban on Pride marches.

Conference calls on the national LGBT+ committee to:

1. Encourage distribution of ILGA's Rainbow Europe Map and Index 2023 to regional SOGs and branches, for greater understanding of what is happening in Europe, particularly where international travel takes place.
2. Continue the good working relationship with ILGA Europe.
3. Produce a range of resources on how UNISON members and LGBT+ SOGs can support the work of ILGA Europe.
4. Hold discussions with LGBT+ Labour on how UNISON may engage with politicians to promote LGBT+ equality in the United Kingdom and Europe.

Northern region LGBT+ group

Not competent

Motion Response to the Cass report on trans identities

The conference acknowledges the good intentions behind the Cass report, and

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many of its recommendations to support transgender children and young adults including:

1. Regional centres to address 'clinician lottery'
2. Better training for all clinicians, including GPs, and the ability to offer more immediate support to trans patients
3. Ensuring other treatment isn't paused whilst awaiting gender identity treatment, such as mental health support
4. Ongoing engagement with patients and the wider community
5. Better data collection and auditing, with the potential for more in-depth research on supporting the trans community, including clarifying side effects of hormone blockers and replacement therapy and consistent information to patients
6. Better transition between child and adult services
7. Better support for detransitioners and research into the reason why, which could be societal rather than internally driven
8. Better support for patients, carers and schools
9. More involvement from endocrinologists.

However, some areas of the report cause concern. There is an implication that neurodiverse patients need more checks and it's vital this group of patients receive the same care provisions as neurotypical patients and that we recognise that many hold the same ability to give informed consent.

The report also notes the service can't be assessed based on 95-98% of patients proceeding with transition. The report twists this figure into a negative rather than acknowledging that this figure indicates the service is performing well and allows patients to explore their gender identity freely and be discharged if transition isn't right for them.

There is a consistent theme in the report that the Gender Identity Development Service has inadequate staffing levels, and staff feel unable to raise concerns. This creates an unsafe work environment, increasing the chances of poor care and workplace related issues for staff.

Conference acknowledges the need for a clearer clinical pathway to safeguard patients and clinicians, and that thought should be given to these assessments.

We call on the national LGBT+ committee to:

- a. Work with the trans, non-binary and gender diverse caucus to voice our concerns on the Cass assessment process, led by Dr Hilary Cass
- b. Issue a statement regarding how we can support neurodiverse transgender

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people.

Eastern region LGBT+ group

Motion Fight for trans rights

This conference notes:

1. UNISON's strong support for trans rights and welcomes the introduction of trans ally training across the union.
2. The blocking of proposed reforms to the Gender Recognition Reform Bill by Westminster Tories. These reforms were intended to make life better for trans people who are amongst the most oppressed and victimised members of society. The government's own equalities survey found 67% of trans people avoided being open about their gender identity because they feared a negative reaction. This move by Sunak's government is an attempt to whip up 'culture wars' against an already demonised group, at a time when workers are fighting back against the cost of living.
3. In recent months, there has been a lot of noise - from both of the main political parties - about trans people, particularly about the roles and responsibilities of schools when it comes to trans students.
4. A report by right wing thinktank Policy Exchange said that schools are not telling parents when their children question their gender identity.
5. Politicians of various stripes have suggested that parents should have a right to know what is going on with their children's gender identity.
6. The Prime Minister has pledged new guidance for schools when dealing with trans students.
7. The Department for Education's (DFE's) Keeping Children Safe in Education makes clear that "In order to fulfil this responsibility [safeguarding and promoting the welfare of children] effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child."
8. Stonewall explains in its guidance for schools that "regardless of their age, a person's status as trans is private. Schools and colleges should not disclose information – such as details about a transition – that could reveal somebody's trans status to others, including parents or carers, staff, and anyone outside the school, college or setting. You may only share this information where there is a safeguarding risk, or if a child or young person has given their permission for specific details to be shared."

This conference further notes:

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- a. Events like Drag Queen Story Time have been targeted by far right and Nazi groups like Turning Point, who have organised repeated protests outside the events.
- b. These protests have on the whole been met with larger counter-demonstrations supporting the hosts, workers and story tellers. However, we cannot be complacent and assume this will always be the case – successful protests require organisation.
- c. Trans Day of Remembrance on 20 November and Trans Visibility Day on 31 March. Both of these are important days to highlight both the attacks trans people face and the campaign for trans rights.

This conference believes that:

- i. The rights of trans people do not conflict with or reduce the rights of other oppressed groups. We stand in solidarity with our trans comrades and fight for a ban on trans conversion therapy, to end all barriers to gender self-identification, for fully funded trans healthcare and for the provision of puberty blockers.
- ii. It is a council and school's duty to ensure that their students' and young people's welfare are always the highest priority.
- iii. While we of course involve parents and carers where practical, where appropriate, and where necessary, we know that there are times when this is not advisable, and sadly sometimes not even safe.

This conference resolves to request the national LGBT+ committee:

- A. Work with the national executive council (NEC), and other appropriate bodies in UNISON to support protests and struggles to defend and extend trans rights. This includes investigating what activities and publicity can be organised on Trans Remembrance day and Trans Visibility Day.
- B. Work with the NEC and other appropriate bodies in UNISON to develop guidance and support for our members working in libraries, schools and other roles where they are facing increasing transphobia and homophobia, particularly where hosting Drag Queen Story Time has been opposed.
- C. Work with the NEC, regions and other appropriate bodies in UNISON to sponsor, publicise and attend Trans Pride events.

Camden branch LGBT+ group

Motion Prevention of young suicide

Conference notes that suicide is the biggest cause of death in young people – male and female – under 35 and in men under 50 in the UK. In 2020 over 6,000 people

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died by suicide in the UK and 75% of those who took their own lives were men. This equates to 16 people, 12 of whom are men, losing their lives to suicide every day of the year.

Over 200 school children take their own lives every day. In 2018, 597 young people between the ages of 10 and 24 took their own lives. Under the age of 35, the number rose to 1,866. That equates to over five young people per day.

Every year many thousands more attempt or contemplate suicide, harm themselves or suffer alone, afraid to speak openly about how they are feeling.

The Mental Health Foundation notes that whilst mental health problems can affect anyone, they're more common among people who identify as LGBT+. They further acknowledge that identifying as LGBT+ doesn't cause these problems, rather it is caused by discrimination, homophobia or transphobia, social isolation, rejection and difficult experiences of coming out.

Conference further notes that Papyrus are the national charity for the prevention of young suicide. They deliver awareness and prevention training, provide confidential support and suicide intervention through HOPELineUK, campaign and influence national policy, and empower young people to lead suicide prevention activities in their own communities.

Conference notes the above and instructs the LGBT+ committee to work with the national disabled members committee, the national young members forum and the national executive council (NEC) to:

1. Contact the charity Papyrus, to find out ways in which we can promote their charity
2. Provide support, such as donations, printing and, leafletting to Papyrus
3. Develop and deliver a campaign to ensure our young and LGBT+ members are informed of support available to them in relation to mental health.
4. Use Mental Health Awareness Week in May and Men's Mental Health Week in June to promote positive action on mental health, including at national delegate conference 2024
5. Create an online safe space where members can share their experiences of mental health
6. Consider how the UNISON College can improve mental health awareness for stewards and activists

Yorkshire & Humberside region LGBT+ group

Motion Equalities in surrogacy for same-sex and heterosexual couples alike

Conference notes with regret that there appears to be a discrepancy within the law

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relating to surrogacy for LGBT+ families who may be treated less equitably than heterosexual families.

Whilst same-sex couples and heterosexual couples are treated equally with respect to surrogacy arrangements, either through an agency or through private arrangements, there is an anomaly when it comes to a still birth or miscarriage on the part of the biological mother.

However, while during the incubation period, if life no longer continues, any financial loss occurs, heterosexual couples would be able to claim back any fees incurred, yet if same-sex couples were to have the same loss, they would not be entitled to claiming such expenses back. The law needs to change and be updated.

Conference calls on the national LGBT+ committee to:

1. Support a campaign calling for the end of surrogacy discrimination;
2. Work with the national executive council (NEC), service groups and branches to raise awareness of the surrogacy discrimination directed towards LGBT+ families;
3. Work with the NEC and other parts of the union as appropriate to lobby the UK government and devolved governments and administrations to treat LGBT+ couples on the same basis as heterosexual couples in all surrogacy matters.

East Midlands region LGBT+ group

Not sufficiently clear

Motion Equality of representation on our NEC

Conference notes that since this union's inception it has remained a distinct possibility for UNISON's national executive council (NEC) to have no elected members who self-identify as lesbian, gay, bisexual and transgender plus (LGBT+).

Conference also notes that reserved seats for Black, disabled and women's seats exist at this time.

This constitutes unfair representation for the LGBT+ self-organised group (SOG) on our main elected governing body in comparison with our other self-organised groups.

UNISON committees should always reflect fair representation of our membership and should always be inclusive.

Conference calls for dedicated LGBT+ reserved seats to ensure that our particular demographics of self-identifying members have fair, equal and equitable

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representation on the

Conference calls on the national LGBT+ committee to:

1. Work with relevant parts of our union and the NEC to implement measures on the introduction of reserved seats for LGBT+ members across our union's structures including our NEC.
2. Ensure that fair representation of LGBT+ members exists within committees across the union.
3. Where representation is noted to be missing or underrepresented, to take actions to encourage inclusion and participation in such committees.

Scotland region LGBT+ group

Motion 2030 – time is running out

In 2019 the Conservative government committed itself to the target of eradicating HIV transmission in England by 2030. This was followed by the governments in Wales and Scotland.

Since HIV infections emerged in the early 1980s, over 38 million people have died worldwide and millions live with an HIV diagnosis. Whereas in the 1980s an HIV diagnosis was a life changing diagnosis in the UK, it is now a manageable illness thanks to the new medications available.

It is possible to stop new transmissions by 2030 in the UK and we would be one of the first countries in the world to do this. This is possible not because of a cure or a vaccine but because we have incredible tools to prevent HIV transmission. There's the HIV prevention pill PrEP, there's quick and easy access to HIV testing, there's condoms, there's the life-changing fact that someone living with HIV and on effective treatment can't pass it on to their partners. We have all the tools.

We need to urgently expand the highly successful opt-out testing programme from London, Brighton and Manchester to the additional 32 areas where HIV prevalence is high. We need to make PrEP available outside of sexual health clinics for more people to access other than gay and bisexual men. We need to ensure people who have been diagnosed remain engaged in the care of an HIV clinic, are supported, and on treatment.

We know that HIV and AIDS affects our members particularly gay and bisexual men but also heterosexual members particularly from Africa.

The ability to stop HIV transmission will only happen if the governments are forced to uphold their commitment. Eradication in one country is only the start but it would be a real start to stopping HIV new infections worldwide.

Conference calls on the national committee:

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1. To liaise with the Terrence Higgins Trust on the 2030 - Time is Running Out campaign on how the campaign can be assisted.
2. To raise with national executive how UNISON needs to include this campaign in its work with the health departments in England, Wales and Scotland on improving public health.
3. Work with the national executive to promote HIV testing as a positive action by members to help eradicate HIV transmission and to publicise the 2030 - Time is Running Out campaign.
4. Raise the issue in the TUC LGBTQ committee to encourage all trade unions to support the campaign.
5. Use OUT magazine to publicise the 2030 - Time is Running Out campaign.
6. To raise in the national self-organised group liaison meeting how the campaign is relevant to all the self-organised groups.
7. To liaise with the young members and retired members organisations to raise the relevance for their members.

West Midlands region LGBT+ group

Motion LGBT+ refugees: disadvantaged and under persecution

This conference notes that many LGBT+ refugees face a significant number of barriers which impact on their physical and mental health.

These has been compounded by recent policy decisions by the UK government such as the planned displacement of refugees to Rwanda.

Conference notes that many of these policies fly in the face of human rights conventions and in the case of the Rwanda policy have been defined as unlawful by the UK Appeal Court in their decision on 29th June 2023.

These decisions have particular consequences for LGBT+ asylum seekers in that, subject to a possible appeal to the UK Supreme Court, LGBT+ asylum seekers may still be forcibly displaced to a country where LGBT+ rights are universally condemned and where LGBT+ people have been routinely beaten and abused.

Conference notes that this policy rhetoric has added to existing challenges for LGBT+ refugees who settle in the UK including language barriers and low income which can impact on ability to access LGBT+ services as well as services which may not meet their needs, for example there is no provision for halal products in foodbanks.

Conference also notes that policies such as accommodating asylum seekers in former army camps and cruise ships also have consequences for LGBT+ asylum seekers. Many LGBT+ asylum seekers face homophobia, bi phobia and transphobia

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from the refugee community. This can make life extremely difficult when many asylum seekers are placed in shared detention centres or hotel accommodation.

Conference notes that there is a lack of LGBT+ specific services for refugees, across the UK. Whilst services that do exist rely almost exclusively on donations from the general public.

Conference calls on UNISON's national LGBT + committee to undertake the following actions:

1. encourage member unions and their branches to affiliate and support LGBT+ specific charities supporting refugees, such as LGBT Unity Glasgow, to ensure people have access to support, advice and services that recognise their particular needs
2. encourage branches to invite groups and organisations that support LGBT+ refugees to hear first-hand lived experiences in their communities
3. to continue to work with UNISON's national executive council to continue to campaign to ensure that human rights conventions are adhered to when dealing with asylum applications and accommodation for asylum seekers
4. to raise awareness of the specific needs for LGBT+ asylum seekers and the need for specific national funding for services to support this vulnerable group.

East Ayrshire local government branch LGBT+ group

Motion Respect the intersection

A unique strength of UNISON is the key role played by the self-organising networks – women, Black members, disabled members, LGBT+ members, retired members and the young member's forum.

UNISON provides us with the opportunity to bring the whole of ourselves into our workplaces and our activism. Self-organised groups are a foundation for activism, pushing UNISON forward in the campaign for jobs, services, fair pay and to eradicate social inequalities, because self-organisation allows us to turn a spotlight on the way that structural inequalities, prejudice and discrimination impact us as individuals. From there we can decide how we translate that knowledge into solidarity and collective action.

This motion calls for us engaged in LGBT+ organising, not only to recognise and acknowledge our own identity within the diversity of lesbian, gay, bisexual and transgender plus. But to go further.

We need to recommit to respect the intersection.

Black African American woman law professor, Kimberle Crenshaw coined the term intersectionality to describe the way that aspects of people's identity can overlap. In

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the Black LGBT+ network we use the lens of intersectionality to understand how being both Black and LGBT+ carries the impact of cumulative and layered structural inequalities that is more than the sum of its parts. For example, we know that Black LGBT+ workers are especially vulnerable to experiencing prejudice, discrimination, homelessness, job insecurity, violence, health inequalities and mental health issues. All forms of inequality are mutually reinforcing: we cannot separate out the inequality we face because of our Blackness from that we face because we are LGBT+.

Now it is crucial we strengthen the work between the Black LGBT+ and the T and L strands of our wonderful group. We are stronger together. We should eradicate any notion or perceived splintering caused by racism, lesbophobia or transphobia within our beautiful ranks. We need to refresh, renew and invigorate our understanding of our intersectional identities as incredibly diverse – all of them. We must link the work carried out as the 2023 Year of Black Workers moves forward into 2024 the Year of LGBT+ workers.

We must return to our political roots to reflect the diversity, solidarity and history in our movement. The first noises of uprising at Stonewall were by Black trans women and Black non-binary people from a diverse range of intersectional identities.

Why are we seeking to tear that seam now?

We need to - CELEBRATE the diversity of our Blackness, the diversity of the L, of the G and the B, the diversity of the T and hold each other up in solidarity.

We call on the national LGBT+ committee to seek to ensure that:

1. Each caucus / network has the space to set out working guidelines that serve as a firm foundation to build intersectional solidarity while respecting the sovereignty of each self-organised group
2. During UNISON's 2024 Year of LGBT+ workers, intersectional solidarity is paramount throughout LGBT+ work, e.g. between the Black and the 'L', the 'B' the 'G', the 'T' and the 'Plus'.

Black LGBT+ members' caucus

Rule D National Executive Council

Rule D 2.2.1 Regional Representatives (Conditions)

Delete "1 male" and insert "1 general".

National LGBT+ committee

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Refers to current legal proceedings

Motion Equal pensions for surviving spouses and civil partners

Conference notes that:

1. Most public service pension schemes pay pensions to widows of male scheme members in respect of contributions since 1972 or, in certain circumstances, 1978;
2. As a result of a Supreme Court decision in 2017, the Walker case, schemes now treat members surviving same-sex spouses and civil partners, irrespective of gender, the same as widows of male scheme members; but,
3. In most schemes, widowers and surviving male civil partners of female scheme members are still paid pensions only in respect of contributions since 1988.

Conference further notes:

- a. The judgement of the Employment Tribunal in *Goodwin v Secretary of State for Education* (case 1308506/2019) of 30th June 2020, which declared that:

“by providing for a survivor’s pension which is less favourable for a widower or surviving male civil partner ... than for a widow or surviving female civil partner of a female scheme member ... the Teachers’ Pension Regulations 2010 directly discriminate because of sexual orientation ...”; . and,
- b. The ministerial statement by Steve Barclay, then Chief Secretary to the Treasury, on 20th July 2020, stating:

“The government has concluded that changes are required to the teachers’ pension scheme. (...) This difference of treatment will also need to be remedied in those other public service pension schemes where the husband or male civil partner of a female scheme member is in similar circumstances. Departments responsible for ... affected schemes will consult on and take forward changes as soon as possible. Schemes will notify their members of changes and any action they need to take.”

Conference is concerned:

- i. That, three years later, while the Teachers’ Pension Scheme and others including the Scottish Local Government Pension Scheme appear to have made the necessary changes, many public service pension schemes have not; and,
- ii. That such an instance of direct discrimination on grounds of sexual orientation affecting considerable numbers continues to receive so little attention.

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Conference welcomes the resolution (motion 19) of UNISON local government conference 2023 seeking equal treatment of surviving spouses and civil partners in the Local Government Pension Scheme. It urges the lesbian, gay, bisexual and transgender Plus (LGBT+) national committee to work with the service group executive on this.

In line with the self-organised groups' (SOGs') role of ensuring the union actively challenges discrimination, conference instructs the national LGBT+ committee, seeking the support of other SOG national committees, retired members' national committee, national young members forum and others as appropriate, to make representations to the national executive council to:

- A. Step up efforts to persuade pension schemes to amend their regulations and to inform their members of new entitlements and any action they need to take;
- B. Work with other appropriate trade unions and appropriate older people's organisations to mount a sustained campaign to achieve equal treatment of surviving spouses and civil partners in public service pension schemes; and,
- C. Issue campaign briefings to UNISON branches and members so they can get involved.

West Midlands region LGBT+ group

Requiring a rule change

Motion Increasing non-binary and gender diverse inclusion

Conference notes that in 2022 the trans caucus changed its name to the trans, non-binary and gender diverse network and welcomes the increasing participation of members in the caucus.

Conference further notes that non-binary and gender diverse members are fully able to contribute to the lesbian, gay, bisexual, and transgender + (LGBT+) self-organised group (SOG) at all levels of UNISON.

Conference recognises that non-binary and gender diverse members are able to be active at branch, regional and national level due to the provision of general seats on the majority of elected positions.

However, conference is concerned that G=general seats are unavailable for all national executive council (NEC) candidates, apart from some of the service group seats, two regions, and those reserved for disabled members, and young members, thereby restricting non-binary and gender diverse participation in full engagement in UNISON's democratic structures.

Conference recognises that in order to rectify the situation on the NEC, wide ranging consultation would need to be undertaken to continue to ensure proportionality is

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maintained.

Conference therefore asks the national LGBT+ committee to:

1. Work with the NEC, national SOG committees, and service group executives (SGEs) to explore meaningful actions on the provision of general seats across the wider NEC to seek to ensure that general seats are introduced across all the NEC constituencies;
2. Support all relevant bodies of the union in bringing rule changes to the 2024 national delegate conference, to ensure that the 2025-2027 NEC is compliant with the spirit of this motion;
3. Report back to the 2024 national LGBT+ conference on this matter.

East Midlands region LGBT+ group

Motion Why are we still missing?

Conference, it is still currently possible for UNISON's national executive council (NEC) to contain no members who identify as lesbian, gay, bisexual and transgender plus (LGBT+).

Conference calls for dedicated reserved seats to ensure that particular demographics of identified constituents have fair, equal and equitable representation on the NEC.

Conference supports the creation of reserved seats for LGBT+ members on the NEC.

Conference instructs the national LGBT+ committee to:

1. Urgently raise this issue with the NEC.
2. Consult with relevant bodies on practical measures on the introduction of this proposal.

East Midlands region LGBT+ group

Motion Equality for retired members too

Conference notes that, during 2022, UNISON's lesbian, gay, bisexual and transgender plus (LGBT+) self-organised group (SOG) succeeded in raising the issue of trans equality widely within the union by submitting substantially similar motions to many UNISON conferences.

Our opportunity to do so is based on UNISON rules D1.10.4, D3.4.10 and D5.7.5 which entitle each SOG to submit motions to national delegate conference and to each service group conference and on caucus arrangements etc in each of the

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SOGs and in the young members' organisation so their LGBT+ members, organised as such, may submit motions to respective conferences.

This is in line with 'Organising for equality: UNISON guidelines on self-organisation' which "recognises the valuable role of (SOGs) in ensuring that the union identifies and takes up equality issues (and) challenges discrimination".

But existing arrangements extend to only seven-eighths of UNISON members and leaves our SOG with no equivalent opportunity for us to take up the same issues with the remaining eighth of UNISON members – the retired members' organisation.

Conference is glad to note that a motion, 'Trans equality in retirement', modelled on motions submitted to national delegate conference and to service group conferences, was submitted to retired members' conference 2022. This was the result of no collective initiative but of an individual member raising it with their regional retired members' committee.

Conference also notes that somewhat similar circumstances arose in 2023 with respect to national Black members' committee's initiatives to promote UNISON Year of Black Workers.

Conference believes that SOGs should not have to rely on such ad hoc initiatives to take up equality issues throughout the union but that, in view of the provisions of 'Organising for equality', SOGs should have the opportunity to raise equality issues, not with seven-eighths of UNISON members but with them all.

Accordingly, conference would like, either our LGBT+ SOG as such, and/or retired LGBT+ members organised as such, to have opportunities to raise LGBT+ issues within the retired members' organisation which are equivalent to arrangements elsewhere in UNISON.

Conference instructs the national LGBT+ members' committee to consult the other SOGs, the young members' organisation, the retired members' organisation and others as need be on how to resolve this issue and to report to next year's conference with proposals.

West Midlands region LGBT+ group

Motion UNISON elections and inclusivity

The conference would like to address the use of gendered language in guidance and the recent UNISON election in particular with the use of gendered seats for election.

Whilst the conference recognises and understands the need for women's seats as we are aware that seats gained used to be disproportionately dominated by men, however the language used is exclusionary for non-binary people and the use of male and female has biological connotations that could make trans members uncomfortable.

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The conference would like to propose that the rulebook is amended to make language more inclusive of non-binary and trans identities with the use of more gender neutral language and the removal of the need for gendered seats outside of the woman's seat (with this in turn made clear that this is inclusive also of trans and non-binary identities). This would promote inclusivity from UNISON at a time when trans and non-binary identities are under threat.

University of Bristol branch LGBT+ group

Motion Have a clear definition of transphobia, homophobia and acephobia in UNISON

Conference notes that the rulebook, as amended at the 2023 national delegate conference contains aims and objectives, sections on union democracy and anti-discrimination policies and yet in Rule Q definitions there are no clear definitions of transphobia, biphobia, homophobia or acephobia.

ILGA-Europe (The European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association) defines transphobia as negative cultural and personal beliefs, opinions, attitudes and behaviours based on prejudice, disgust, fear and/or hatred of trans people or against variations of gender identity and gender expression.

Queen Mary University London defines acephobia as terms used to describe the fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about people who are or are perceived to be lesbian, gay, queer, trans, bi, non-binary or asexual (ace)+.

When LGBT+ workers face harassment and discrimination. It's hard to deal with if they are alone, but as LGBT+ UNISON members, we have a voice in the United Kingdom's (UK) largest public service union, committed to working for LGBT+ rights. We want to be heard and we want to feel safe.

Conference has consistently shown how deeply disturbed it is by the rise in transphobia and the negative rhetoric directed towards trans women in particular; during and following the various consultations linked to the Gender Recognition Act (GRA) and yet no definition against it exists in our own rule book.

Transphobia and bullying of trans people may still be a growing negative trend in our workplaces and society at large and yet this small change may provide some respite and truly support our transgender and gender non-conforming allies and members from internalised hate.

We should all be able to identify and call out if we witness any LGBT+ phobia and be encouraged to report it.

The harm caused by manifestations of intolerance, prejudice and discrimination,

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including intolerant speech and negative stereotyping of LGBT+ people, especially when it comes from within cannot be understated.

Conference, we currently do not explicitly accept intolerant speech and provide guidelines to prevent it from happening to members at work and we publicly and formally disavow it whenever it occurs and yet no definition exists to support this.

Conference feels that this new definition should re-enforce current rules and help address all manifestations of intolerance and prejudice targeting LGBT+ people and other communities.

It diminishes us all if we can no longer be advocates of tolerance nor acceptance. If we allow this to happen or we do not have clear definitions supporting the rules governing these negative and damaging behaviours and comments.

Conference calls on the national LGBT+ committee to:

1. Work with the equality liaison committee of the national executive council (NEC) to agree a clear definition of transphobia, acephobia and LGBT+phobia for adoption across UNISON structures.

Northern region LGBT+ group

Motion Equality of representation on our NEC

Conference notes that since this union's inception it has remained a distinct possibility for UNISON's national executive council (NEC) to have no elected members who self-identify as lesbian, gay, bisexual and transgender plus (LGBT+) due to the lack of reserved seats for our community.

Conference further notes that whilst reserved seats for Black members, disabled members and exists women's seats on the NEC at this time. This constitutes unfair representation for the LGBT+ SOG on our main elected governing body in comparison with our other self-organised groups.

Conference believes that UNISON committees should always be inclusive and reflect fair representation of our membership but we also acknowledge that at present reserved places on the NEC are voted for by all members, regardless of whether they identify as a Black member, disabled member or a woman.

Conference calls on the national LGBT+ committee to:

1. Launch a consultation with LGBT+ identifying members on the implementation of reserved places for LGBT+ members on the NEC to ensure fair, equal and equitable representation of our community.
2. Explore the possibility for reserved places to be elected by the national SOG conferences, rather than by all UNISON members.
3. Report back to the 2024 national LGBT+ conference on the results of this

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consultation and steps to implement any outcomes that are realised.

Yorkshire & Humberside region LGBT+ group



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

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

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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

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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

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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;

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- 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.

SO4 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.

SO5 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.

SO6 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

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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.

SO7 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

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chair shall instruct the tellers to re-open the doors.

SO8 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

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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.

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- 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.

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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.

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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.