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This report of UNISON's national lesbian, gay, bisexual and transgender members committee covers our work from November 2015, following the last annual conference, to the end of September 2016.

Actions on last year's conference decisions and monitoring information are included in a separate document. Please email out@unison.co.uk for a copy, or write to Carola Towle, UNISON LGBT equality, 130 Euston Road, London NW1 2AY.

UNISON is the UK's largest public service trade union. We have a proud history of working for equality for all. For more information on our work for LGBT equality, visit unison.org.uk/out.

Introduction from the co-chairs

What an incredible year, with its highs such as UNISON's fabulous presence at scores of prides and progress on global recognition of LGBT human rights but also lows on the international front. LGBT rights have been brought to the fore with the homophobic shooting in Orlando and rising numbers of transphobic murders in Turkey, for example. In the UK, reported anti-LGBT hate crime increased by 147% in the three months following the referendum on EU membership.

There is still much to celebrate as evidenced by the amazing work detailed in this report. Our activists have been involved in raising the LGBT profile in UNISON and UNISON's profile amongst the LGBT community.

Many of our members have an active role within branches, regions and nationally. We are proud of the diversity of our group and were pleased that once again our bisexual, transgender, Black and disabled network days were more popular than ever. We continue our internationalist perspective: the only response to the increasing globalisation of both employment and LGBT human rights activism.

The LGBT group has many challenges ahead: campaigning against austerity, standing up for our rights as trade unionists, defending the Human Rights Act, influencing the negotiations on leaving the EU, challenging the erosion of equality and tackling discrimination in all its forms.

We hope you have an enjoyable conference. There promises to be a lot of interesting debate and the agenda shows that we still have a lot of work to do.

Darienne Flemington and Dave Merchant



Recruiting and organising

Organise, organise, organise – it's the bedrock of our work.

If we are not organised, LGBT members remain isolated and vulnerable. UNISON lacks the LGBT voice. Our bargaining demands are weakened. Our campaigns have no teeth. By organising, we are strong.

It's been a hard year, with just about every obstacle thrown at us. A hostile government trashing trade unions and public services. Ever increasing privatisation and job insecurity. Facility time squeezed as never before.

But we respond well to challenges and there is much to report. The best recruitment and organising initiatives will receive awards from the President at our conference.

The LGBT committee supports regional and branch LGBT groups, providing resources and sharing good practice. Many groups are flourishing. There have been outpourings of productive enthusiasm, such as from Yorkshire and Humberside, as reported in the Autumn Out in UNISON. We also welcome the good attendance at regional LGBT convenors meetings this year. These are an invaluable opportunity for regional groups to compare notes, share ideas and clarify what support is most needed from the centre.

As pride and other LGBT community events proliferate, we can't rely on a small number of activists as flying squads round each region. A welcome increase in branch support for local pride events extends our reach. The guide to pride organising launched at LGBT conference last year has been put to good use.

We took our own advice (!) at London pride. So much thanks is due to the Bromsgrove Samba band for leading us with energy and panache in what was possibly the longest and slowest march ever, helping us maintain remarkable good humour and recruiting zeal. In Trafalgar Square and the next day at UK Black pride, we snapped and tweeted scores of photos of UNISON LGBT supporters, who signed up for the NatCen research into public spending cuts.

We were delighted with the fifth annual oversubscribed branch LGBT officer training – photo on next page. We now have well over 100 reps trained and active. The next takes place on 7 February 2017 in London – book your place now by emailing out@unison.co.uk for an application form.

We have put out the call for branch groups working together across a geographical area to share their experiences. A cluster of branches in Oxford report in the Autumn Out in UNISON. Supporting this type of organising remains on our work plan for 2017.

We used the new facility to add sexual orientation and trans monitoring data to your My.UNISON membership record as a hook to encourage members to update all their personal details. This was a priority for UNISON as the Tories sought to ban payroll payment of union subs via the Trade Union Bill. LGBT motions to community conference and national delegate conference highlighted this.

Successful campaigning saw off the worst threat. But the need for up to date membership records remains. We continue to use our LGBT communication channels to communicate directly with members. Together with UNISON's strategic organising

unit, we are now looking to facilitate more dialogue between activists. We are launching a new LGBT area of the online Organising Space in a workshop at LGBT conference.

UNISON is acknowledged as model for union LGBT organising. We presented at an organising fringe meeting at TUC LGBT conference this summer and regularly share our resources and expertise with UK unions and beyond.



We continue to work to make our LGBT group inclusive and tackle under-representation. Our national networks of bi and trans members and Black and disabled LGBT members remain vital to this. You can read about their work later in this report, but the national committee is clear that inclusion is everyone's responsibility. This is a regular item on regional convenors agendas.

We thank UNISON's general political fund for the resources to continue a high profile presence at national events including UK Black pride, BiCon, Sparkle, Trans pride and the LGBT history festival. We have also conducted a media campaign jointly with the TUC and Unite in Gay Star News, with editorials and banner advertising.

We continue to review our practices and publicity so we are explicitly inclusive of non-binary people. We welcome increasing numbers of non-binary people attending national LGBT events, including the national trans network. We have given the trans workers rights bargaining factsheet an overhaul. Now there is not just a section on non-binary workers, but issues are threaded throughout the guidance. We have also reviewed our other publications.

We have asked for all staff to be briefed on how to include non-binary members, ensuring no assumptions are made about gender. All staff should be aware that stating a gender is optional in UNISON and aware of growing use of the title 'Mx'. We are working through other procedures including how the conference system calculates proportionality when delegations include non-binary members. We have also raised issues with UNISONplus partners, for example in the provision of 'female and male

cancer cover'. We are assured this is available to members irrespective of gender identity, but we want to make sure that is explicit so members have no doubts.

There will be two workshops at LGBT conference on issues of gender. One will be for members who identify as women and one will be for anyone. We look forward to discussions at conference about gender, use of pronouns and developing language. Interestingly, TUC LGBT conference voted this summer to be known in future as LGBT+.

UNISON LGBT conference debates motions which guide or instruct the national LGBT committee for the following 12 months. It is quite rightly an ambitious programme. Not everything will have been achieved by next conference. Some relate to medium or long-term goals. Others are overtaken by events. The committee reports back to conference on action taken in this report and its appendices. The appendices are a separate document, giving steps taken on each resolution; conference and national committee monitoring data; and national committee attendance.

Whether guided or instructed, the national committee must act in line with the policy and priorities of UNISON as a whole. If the national committee has concerns about specific actions, it tells conference in the debate. This was the case with a 2015 motion requesting that the LGBT committee liaise with relevant sections of the union and appropriate officers to seek the introduction of sharer delegates for 2016 LGBT conference. The branch group that submitted the motion made clear that its aim was to increase participation at LGBT conference. This is an aim we all share. But shared delegates (as they are called in the rulebook) are set out in UNISON rules as a means to increase fair representation. They cannot be used to increase participation of groups that are already well represented.

In the debate, the LGBT committee sought to explain that it opposed the motion because shared delegates were not compatible with the LGBT conference scheme of fair representation. We can tell we have lost some of you already! This is an important issue but it can't be denied - it is about the bureaucratic procedures UNISON uses to put its values into practice. Since the scheme was introduced, there has been a welcome and much needed increase in numbers of low paid delegates – one of the most consistently under-represented groups.

The motion was nevertheless carried and the national committee has carried out the first action called for. It has consulted the other self-organised group committees, national young members forum and regional LGBT convenors. It consulted the director of the executive office, the conference team, the national standing orders committee secretary, the member liaison unit and the legal team.

These all confirmed the committee's analysis that shared delegates would be a backward step in tackling under-representation. It would take the pressure off the small number of branches that send larger delegations from requirements to include young and low paid delegates. For this reason, shared delegates have not been introduced, though we continue to work to increase participation in other ways.

A more detailed report on the committee's investigation of shared delegates has been discussed with the branch group that submitted the motion. It has also been circulated to regional LGBT groups and is available from out@unison.co.uk on request.

Bargaining

Our bargaining for LGBT equality is not usually headline news. It consists of quiet wins in countless negotiations across the myriad workplaces where UNISON organises. So it's good to celebrate when we do get recognition: the 2016 TUC equality audit, launched at TUC Congress in September, holds up our trans guidance as a model of good practice.

UNISON's guidance on bargaining for trans workers

UNISON is one of a number of unions that has produced material to help negotiators support trans members. Its pamphlet *Gender Identity: an introductory guide for trade union reps supporting trans members* explains key terminology.

Carola Towle, UNISON National Officer for LGBT equality explains: "Many of our reps report a lack of confidence in supporting and representing trans members for the first time. This guide complements our trans equality bargaining factsheet, answering basic questions and making sure reps understand and use appropriate terminology and questions."

Carola Towle says, "It is one of our most often reordered and reprinted pieces of guidance – and in its third edition, as our understanding develops."

"The guidance gives trans members confidence that UNISON will support and represent them well. A common issue raised by trans members is that they are expected to train their manager/organisation before they are treated decently at work. UNISON does not expect trans members seeking support to be responsible for training their union reps before they can assist."

"Some employers reproduce passages of this guidance in their policy, information and training materials – we are always happy to share!"

We review our LGBT bargaining advice annually and it is a rare year where we do not make updates. This year we have given our trans workers rights a particular overhaul, to make sure it fully addresses issues facing non-binary workers.

We are developing the guidance on dress codes, in liaison with the women's self-organised group. We have been collecting examples of employer policies. These have been bolstered by a good selection of police service policies collated via freedom of information requests by the police and justice service group. It's an interesting collaborative piece of work and we look forward to promoting the results soon.

Also in the pipeline is negotiating advice on workplace issues for LGBT families. The LGB workers rights factsheet has always had a section on family rights. To build this into a specific guide, we have called for examples of issues members are facing. The call is still open – we want your stories, good and bad.

Another area of work has been developing bargaining advice on issues facing workers born with intersex bodies. UNISON is represented on a new UK-wide intersex equality working group, led by the Scottish Equality Network. This group had been very helpful as a sounding board as our own network of intersex members remains very small.

Ruth Baldacchino, co-secretary of ILGA and intersex ally, has been working with this group. We have invited Ruth to address our conference in November and participate in our workshop on intersex workplace equality. We will be launching the new workplace guidance there and promoting an open meeting for UNISON members born with intersex bodies and their allies, which will take place early in 2017.

As we develop these new areas of competence, we have not let up on our long term demands. We continue to push the issue of surviving same sex partner pension

equality. Private sector pensioner John Walker, who worked for Innospec Ltd, continues to test the law, with the next step for his case being referral by the UK Supreme Court to the European Court of Justice. Human rights group Liberty are supporting his case.

We continue to push it as a bargaining issue. There is no reason why schemes cannot treat all scheme members fairly, even though the law does not require it. We submitted motions to energy and water, environment and transport (WET) conferences on this issue, which is more of a problem in the private sector.

The other motions to energy and WET conferences were on working with Stonewall. We touch on this in the campaigning section of this report. It may do them no credit, but the truth is that many of our employers love a competition. They love a ranked index where they can do better than neighbouring/competitor employers, such as the Stonewall workplace equality index. Many of our negotiators have found that a sticky door becomes easier to open with this sort of incentive.

Other LGBT motions and amendments to service group conferences covered fighting budget cuts and the impact of cuts on equality bargaining and equality training (police and justice, local government), workforce mental health (health, energy and WET), facility time for equality work (health, community), LGBT equality in collective agreements (higher education and local government) and dress codes (local government). Thanks to all the LGBT delegates who represented our group so well.

We provide LGBT case studies for activists training materials and feed in LGBT bargaining issues at every opportunity. We have facilitated sessions at a number of service group seminars, on LGBT equality, bi equality, trans equality and survivor pensions – again thanks to the activists who have led these.



We continue to be active members of the forum for sexual orientation and gender identity equality in post school education - sgforum.org.uk. We are also represented on national health bodies including the national ambulance LGBT network and the NHS England Equality and Diversity Council LGBT workforce development task and finish group (do these bodies compete for the longest title?). Details are in the Autumn Out in UNISON.

Finally, we have used whatever opportunities we can to raise the importance of negotiating for LGBT equality with branches and promote our LGBT bargaining resources, including LGBT History Month, IDAHOBIT, Bi Visibility Day, Trans Day of Remembrance and World AIDS Day.

Campaigning

It is interesting to look back over twelve months which have seen momentous and unexpected change on the campaigning front. Some of it has been very good, some of it pretty bad and some of it frankly shocking.

At last year's LGBT conference, the one dominant priority was to fight the Tory Trade Union Bill. Should you need reminding, this was a bill based entirely on anti-union ideology, without any evidence base. It sought to destroy unions' ability to represent workers by imposing caps on facility time, increasing ballot thresholds for industrial action, allowing strike breaking by agency workers and creating a criminal offence of so called 'picket line intimidation', preventing payroll collection of subs and making it much harder to collect contributions to our political funds.

UNISON was at its best in the campaign – with mass member lobbying of MPs and community awareness campaigning working hand in hand with high level lobbying with key allies among devolved government, employers, public service organisations and Labour politicians in both houses of the Westminster parliament. LGBT members were integral to this campaign, rising to the challenge to show how we love UNISON.



Although the bill is now law, we won vital changes. The government:

- withdrew plans to ban public sector workers from having union subs deducted from their wages
- pulled back on plans to restrict our political funds
- agreed to a review of online methods for strike ballots
- agreed caps to public sector facility time will only happen in occasional cases, after at least three years of research and negotiation with ministers.

Also last autumn, we in UNISON, the TUC, and many trans organisations submitted evidence to a Select Committee inquiry into trans equality. The committee report, published in January was remarkable in its recommendations and contained much that UNISON welcomed. The long list of recommendations included:

- cross-governmental strategy on trans equality within six months
- overhaul of the Gender Recognition Act, including a legal category for non-binary people and gender recognition based on self-declaration
- Equality Act protections reframed from 'gender reassignment' and 'transsexual' to protections because of 'gender identity'

- root and branch review of NHS treatment of trans people within six months –all NHS services, not just gender related services
- training for all education staff and prison staff and a new prison service instruction
- law to treat all hate crime with equal seriousness
- consider removing gender from passports.

We had to wait many months for the government response. When it did come, it was, quite frankly, pathetic. It promised little more than future reviews. It rejected what the chair of the Select Committee referred to as one of its main recommendations: to change the ‘confusing and outdated’ language of the Equality Act protection to ‘gender identity’. The Tory government may not be committed to action but the recommendations stand and we will continue to pursue them.

One of the workshops at last year’s LGBT conference discussed a joint piece of work between young members and the LGBT group – our vision for LGBT equality. The background to this was the view in some quarters that the fight for LGBT equality was over. The gays can marry – what else could they want?

The answer is clear. Discrimination and lack of equality remains all too present. There is so much we continue to work for. The discussions at conference developed our vision and it is now available as a stand alone document and was a double page spread in the summer Out in UNISON.

It links closely to our main piece of work over the summer – gathering evidence of the effect of public spending cuts on LGBT people and services. Thanks to the general political fund, we commissioned NatCen Social Research to repeat the research they conducted for us in 2013, to bring our evidence up to date. A major publicity drive resulted in over 50% more responses than in 2013. Responses are being analysed and findings will be available for LGBT conference in November. We can already tell it has been well worth doing. We learnt useful lessons in 2013 in how to get the most from research in terms of turning it into campaigns.

We continue to work on political engagement and educating, using our various communication channels to urge our community to register to vote and use our votes for public services. The LGBT committee called on UNISON to take a campaigning position on remaining in the EU and was pleased to add its voice in the lead up to the vote on 23 June. We had articles in both spring and summer issues of Out in UNISON and used social media to get the arguments out.

Along with others, we expressed our outrage at the racist and xenophobic tone of much of the debate. Little of the discourse bore any relation to the reality of leaving or remaining in the EU. We acknowledge our disappointment at the result.

At the first national committee meeting following the referendum, the committee took stock. And ate cake. Thus fortified, the way forwards became clear. Nothing has changed in our values or priorities. We carry on with our work for LGBT equality. We welcome UNISON’s strong statement, echoing Jo Cox MP, that we have more in common than divides us and we are promoting new materials on standing together and challenging prejudice. We are participating in discussions on UNISON’s strategy on the UK exiting the EU, which focuses on:

- protecting public services, workers rights, trade union rights
- environmental and health and safety standards
- freedom of movement and the right to remain
- fighting racism and discrimination and promoting equality and human rights.

We look forward to the debate on this at our conference.



As ever, we had a strong delegation at TUC LGBT conference, despite it clashing with UNISON's national delegate conference this year. Our motion, 2020 vision, set out the essential campaign messages and political education work on LGBT equality in the lead up to 2020 general election and devolved parliament/assembly elections. This motion was chosen by the conference as its priority for Congress in September, where it was again debated and overwhelmingly carried. Our amendment to TUC LGBT conference expanded a motion on cuts to young LGBT people's services and promoted our NatCen research. We are glad to report that UNISON nominees Asha Wolfe-Robinson and Dettie Gould were re-elected to the TUC LGBT committee.

We submitted a similar motion on 2020 vision to Labour Link conference, including calls for Labour to endorse and implement the recommendations of the Select Committee inquiry on trans equality. It also called for more action on the diversity of Labour representatives. We very much welcome the increase in out gay MPs but we want to see the full diversity of our community reflected in political office, at every level. We have mirrored that with articles in Out in UNISON encouraging our people to consider standing, particularly Black LGBT members and trans members, signposting routes for involvement, including Labour's future candidates programme.

We continue to work with LGBT Labour. Our two motions to their last AGM were on LGBT housing and homelessness and on fighting the Tory party doublespeak, exploding their false claim to have become the party of working people.

Increasing numbers of our activists work for employers who have signed up to the Stonewall workplace equality index. UNISON has had its concerns about Stonewall over the years, mainly relating to its wilful refusal to accept that trade unions have any relevance to workplace equality. Stonewall has pledged to change. This presents us with an opportunity we would be foolish to ignore. We are collating information on our members experiences of Stonewall and the workplace equality index – how it can be beneficial and what pitfalls to avoid. These will feed into a workshop at conference on the Stonewall index and on staff LGBT networks. Based on these discussions, we can prepare guidance for branches early next year.



International

We continue to keep an international perspective in all we do. How could we not? Even if you ignore the fact that the very meaning of trade union is solidarity, we increasingly organise within global employers in the context of international trade deals.

In practical terms, this means that we include international issues in all our monthly LGBT e-bulletins, in Out in UNISON and as a standing item on national LGBT committee agendas and regional LGBT convenor meeting programmes.

This year, we have heavily promoted our new factsheet – LGBT issues on the international stage. This sets out why and how UNISON works internationally. It describes the four main areas of promoting and participating in ILGA, the international LGBTI association; extending the equality agenda of labour internationals and sister unions; solidarity and LGBT human rights; and encouraging an internationalist perspective among LGBT members.

With the whole world to get your head around, an illustration helps, so we have pinned it to a selection of the 2016 ILGA maps of LGBT rights and wrongs. We were glad to report that one of the maps was out of date the very day it was published when Seychelles Parliament voted to decriminalise homosexuality.

We align our work closely with UNISON's international priorities and we thank the NEC international committee for their continuing support. In particular, we welcome the continuing support from UNISON's International Development Fund for the LGBT project in South Africa, led by Virginia Magwaza, who addressed LGBT conference in 2014 and has featured in Out in UNISON.

ILGA continues to thrive and we continue to draw on its resources and lend our expertise. We look forward to hearing ILGA co-secretary general Ruth Baldacchino at our conference in November. Darienne Flemington is now half way through a two year term of office on the ILGA-Europe board and highly involved in governance and diversity work. Jackie Lewis assisted with a review of ILGA standing orders. Carola Towle continues to be a member of the ILGA-Europe conference chairing pool.

We are sending a national delegation of just one member to the ILGA-Europe conference in October and the ILGA world conference at the end of November, respectively. We only asked the NEC for one delegate to each because of an unusual cluster of events year. The NEC also agreed a delegate to the biannual Transgender Europe (TGEU) Council and two delegates to the Freedom at Work conference, of which more below. Other UNISON activists will be attending the ILGA conferences because of their role in ILGA, as regional delegates, or self-funding.

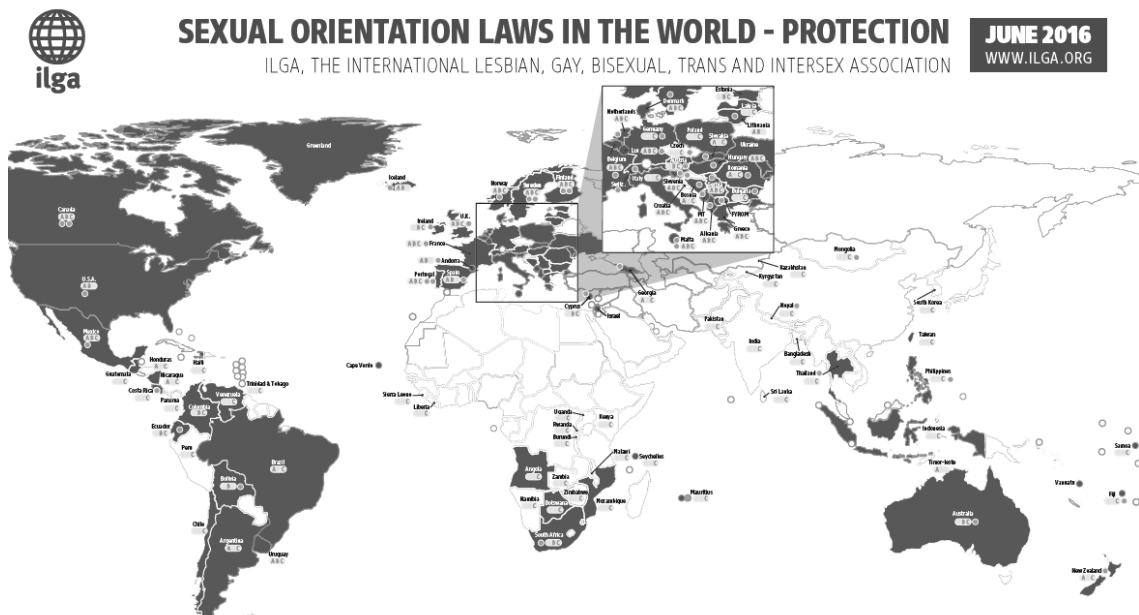
The TGEU council combined an AGM type meeting with workshops and panel discussions. Sessions included comparing different gender recognition laws, making services accessible, refugee experiences and queer theory. One remark from UNISON's delegate Dave Merchant stays with you – in discussion on trans participation in sport, a Russian activist explained that they encourage all trans people to get fit so they can run away from attackers. A sobering thought.

The Freedom at Work conference was organised by the LGBT group of our Dutch sister union FNV to coincide with Europride in Amsterdam. Although a one-off, this

follows a long tradition of international LGBT union conferences coinciding with big LGBT gatherings: pride, sporting or other. FNV has long been a driving force on this, so we were keen to support them.

The UNISON workshop was very successful – attended by about a third of the participants. Titled ‘Where are the queers? Encouraging LGBT activism in our unions and workplaces’, we gave three contrasting examples of successful organising. Virginia Magwaza was a keynote speaker at the conference, and she talked in detail in the workshop about the grassroots organising of her group, where there had been no LGBT union activity for some time. Mike Austin from Yorkshire and Humberside explained how they have revitalised their regional group, bringing in a whole generation of new, enthusiastic activists. Darienne Flemington talked about how the South West regional group organises across large rural areas. Our message? Don’t be put off by seeming obstacles!

We continue with bilateral links – Darienne was invited as a keynote speaker at a conference on Advancing LGBTI rights and equality in Western Balkans and Turkey. This was the first conference of an umbrella group aiming to take advantage of a limited window of opportunity to bring LGBTI activists and governments together to build bridges in a region still fraught with hostility and mistrust. UNISON was invited to talk about organising LGBTI workers. Participants from over 30 organisations from across the region came together to overcome their nationalisms to create a future fit for all. Returning from the conference, Darienne commented: ‘This was probably the most powerful, inspiring, humbling and uplifting conference I have ever attended. I am struck by a phrase from an incredible activist ‘If you can’t beat fear, then do it scared.’ I was very proud to highlight UNISON’s work within the trade union movement.’



We are also in discussion with the Maltese General Workers Union, assisting them in developing a stewards training programme on LGBT equality. We had hoped to welcome a delegation from Aswat, the Palestinian Arab lesbian, bisexual, transgender, intersex, questioning and queer women’s group, and were planning an international LGBT seminar. Their visit has been delayed so this remains on our work programme for next year. We continue to promote Palestine solidarity and the No Pinkwashing campaign.

As instructed by 2015 LGBT conference, we have reviewed how we have raised trade unionism and solidarity in LGBT forums. As we thought this was very interesting, we reprint it here.

Following the formation of UNISON in 1993, the framework for our international work was set by a motion adopted at the first UNISON lesbian and gay (as it then was) conference in 1994. This sought to build on the range of work started in former partner union NALGO:

- using UNISON's links with other trade unions to promote lesbian and gay equality;
- promoting equality in the international trade union organisations which the union was a member of;
- active involvement in ILGA (then the International Lesbian and Gay Association);
- continuing to develop links with the few lesbian and gay groups/networks which then existed in other public service unions and building links with lesbian and gay groups in other parts of the world.

The objective underlying this work was the promotion of lesbian and gay issues within the trade union movement, and of trade union perspectives and UNISON policies within lesbian and gay organisations.

The union's affiliation to ILGA was then quite recent, but some progress was already being made. The 'trade union' content of the ILGA world conference went from one last minute trade union workshop at the 1992 conference to a specific 'labour track' in 1994, in which UNISON had a high profile. These conferences, and networking linked to them, greatly assisted the development of international links with lesbian and gay trade unionists. By 1996, we were working with activists in other unions on organising the first ever world conference on lesbian and gay workers and trade unions to be held in Amsterdam in 1998 to coincide with the Gay Games.

The 1998 'Trade Unions, Homosexuality and Work' conference was attended by 170 participants from 30 countries from around the world, including Asia and Africa. After a successful 3 days, it was decided that the second world conference of lesbian and gay trade unionists, Workers Out!, would be held in Sydney in 2002. Following the conference, the global trade union federation for public services, Public Services International (PSI) established a working party to follow up initiatives and prepare for the next conference. One of the initiatives – jointly with Education International (EI), the global federation for education – was to produce a 'kit', consisting of a handbook and training materials, on lesbian and gay issues for trade unions. The handbook, the first publication by an international union federation that specifically addressed lesbian and gay workers rights, was launched at the 1999 ILGA World Conference in Johannesburg, South Africa.

The final resolution of the 2002 Workers Out! conference recommended that PSI and EI establish an LGBT (yes, things had moved on!) trade union forum to advise and assist trade unions on matters relating to discrimination on the basis of sexual orientation, gender expression or gender identity. We worked with groups in sister unions to follow up on this recommendation, and in July 2004, EI and PSI launched a joint LGBT Forum and agreed a far-reaching declaration that committed the two bodies to a wide range of lobbying activities towards governments, the United Nations and the

International Labour Organisation. The handbook was completely revised and relaunched, with UNISON support, as an LGBT publication at the second joint EI PSI LGBT Forum in Vienna in September 2007, and the 3rd Forum was held in South Africa in July 2011.

There have since been two further Workers Out conferences. They were a launch pad for the EI/PSI Forum and other initiatives on LGBT trade union and human rights. Although on a global scale, most individual unions still do not work actively on LGBT rights, a growing minority do and UNISON has links with most of these.

Many are affiliated to ILGA. Our work to pursue LGBT equality outside the domestic sphere includes working to develop the LGBT policy and programmes of European and global movement bodies; campaigning for international law reform; solidarity work with LGBT people and groups in particular countries; and highlighting LGBT human rights abuses. This means having to focus our work where we think we can have an effect, whether that is by plugging away at an objective over many years, taking advantage of opportunities that present themselves unexpectedly, or responding to calls for solidarity. It also means working closely with others, and benefiting from the insight of those whose main focus is international work. That is why active participation in ILGA remains one of our top priorities.

In 1993, ILGA was still in the process of moving from being essentially an organisation of activists and was one of the worst resourced global organisations in the world, with a small office in Brussels and one part time member of staff. Over the years, we have made a major contribution to ILGA developing into the organisation it is today – with a team of staff based at the ILGA world office in Geneva, it now has an extensive work programme towards the various bodies of the UN, a well-resourced ILGA Europe is indisputably the ‘go-to’ LGBTI organisation in Europe, and there have been positive developments, including the setting up of small offices, in other regions. ILGA now has 1167 member organisations from 110 countries and continues to grow in size and strength.

We continue to seize opportunities to take forwards our work for LGBT equality.

From the caucuses

Bisexual members

Following on from our success at last year's conference, where we came runner up in the recruiting and organising awards, we have continued to build on our success!

We have had a continued presence in Out In UNISON over the year, from photos and articles about the Bi network day to photos taken of us at various events.

We had our network day on Friday 15 July, which more people attended than in previous years. This is positive - the Bi caucus has grown considerably over the past year.

We started off the session with the workshop we had prepared for BiCon, as we felt it was important for the caucus as a whole to get involved and give constructive criticism. Our theme for BiCon was promoting Bi visibility in the workplace. We successfully delivered this workshop at BiCon in Preston later in the summer. This was a good event with many attendees, and lots of audience participation.

We spent a good deal of time discussing motions for conference and the overall consensus was that we need to continue to have something on the agenda around tackling biphobia. We had a discussion around how this is always on the agenda and why 11 years after the B was included we still need to address it.



We asked people if they had any questions they wanted to ask within a safe environment. Some were specific about how if you work in the community sector and are in a local government branch you get little face to face contact with branch officers. Others were a bit broader, about raising the awareness of bi visibility and to stamp out stereotypes. It was noted that many people loved the UNISON leaflets about being bi and the definition on them.

We spoke about what we can do for Bi Visibility Day as many of us are isolated, and it was noted that the work the caucus did in 2015 was a success. We are hoping to get a hashtag going so more people can get involved. We are looking at the possibility of a Bi caucus closed group Facebook page, investigating the feasibility of this.

Black members

Between November 2015 and November 2016, the Black LGBT caucus members have worked collaboratively with the national LGBT committee.

Members of the caucus, a number Black LGBT members and UNISON LGBT officers actively participated in UK Black Pride. The event was held in June as part of the London Pride events after the TUC LGBT conference. Caucus members were also represented on the UNISON delegation at the conference.

Dettie Gould and Asha Wolfe-Robinson were successfully re-elected to the TUC LGBT committee in June 2016. They have ensured UNISON's views were included in the decision making process of the committee.

As in previous years, our focus at UK Black Pride was recruitment and raising awareness of our work within UNISON and the trade union movement. UNISON had a stall with materials that promoted public services and our factsheets plus cards that promoted the Black LGBT network day. It opened up opportunities for us to network with other unions, community based groups and LGBT organisations. Various members also participated in their local prides.

Black LGBT caucus members participated in the UNISON commissioned NatCen research on how the cuts are affecting LGBT people. Asha Wolfe-Robinson was featured on the cover of a Bi Community News and she ran a workshop for Bi's of colour at BiCon in August. Participants welcomed the opportunity to engage with each other as Bi's of colour. Discussions included racism in the LGBT community.

UNISON's Black LGBT network day was held in September and was well attended. Anu Prashar reported back from Black members' conference 2016. This included guest speakers, meetings, motions presented and activity of the Black LGBT caucus. Bev and Winston presented a workshop on the needs of Black LGBT children in foster care, which received positive feedback. Bev wrote an article in Out in UNISON about the issue. We congratulated Winston on successfully becoming a staff member for UNISON.

Members discussed motions and amendments and made nominations for various conferences. Discussion touched on Brexit and how the rise in racist attacks in the wake of the result particular affected Black LGBT people. The consensus was that we needed to organise effectively and support the other self-organised groups to ensure our hard won rights are protected and those we are still striving to achieve are not scuppered (ok hindered).

The guest speaker Tamsila Tauqir from the Inclusive Mosque Initiative. Tamsila gave an inspiring presentation which was altogether timely given the renewed surge in Islamophobia. What struck a pertinent chord was her groups' commitment to strengthening links with trade unions, when she told us "Working with the trade unions is core to our organisation's social justice aims". A UNISON member, Tamsila

contributed to the whole meeting, informing discussion and adding her expertise to the formation of the some of the motions.



Disabled members

Throughout 2016, the disabled LGBT caucus members have worked with the national LGBT committee in many areas: those which arose from last year's LGBT conference decisions and other work which arose throughout the year.

Louise Ashworth and Kaz Williams have been our two representatives to the national disabled members vommittee (NDMC) this year. They have provided the disabled LGBT members point of view at committee discussions. This included during the NDMC's discussions on their proposed rule amendment to National Delegate Conference on reserved NEC seats. Other discussions of note included those on redrafting UNISON policy on reasonable adjustments and discussions on the social model of disability and language.

As in previous years, disabled LGBT caucus members also played an active role in the work of the LGBT sub-committees. Our representative to Campaigns and Policy Development Sub-Committee (CPD) was Rory Shannon. Work here included that arising from Resolution 3, Defending LGBT services; Resolution 42, Access to Work; Composite A, Social care in England; Resolution 41, Social model of disability and Resolution 43, HIV and the ageing population. Our representative to Organising and Development Sub-Committee (OD) was Asha Wolfe-Robinson. Work here also included Resolution 41, Social model of disability along with Resolution 44, Disabled LGBT members caucus development. Although there is no reserved disabled members seat on the International Sub-Committee, Louise Ashworth was a member of the sub-committee this year, helping provide us with an input.

This year we also took a look at the national LGBT committee's handbook with a view to improving its accessibility and clarifying the sections on reasonable adjustments and "Making meetings accessible". Following feedback from caucus members we provided recommendations for changes to OD Sub-Committee. This handbook is often used as a starting point for other LGBT operational advice and we hope our work here will filter

though and improve other disability advice for LGBT meetings and events throughout UNISON.

Members of our caucus also play an active role on other bodies, ensuring we have an influence. For example, Asha Wolfe-Robinson was again on the TUC LGBT committee. Many of our members were active at various community events and prides throughout the UK this year.

At this year's disabled LGBT members network day, our co-convenors, Katrina Gilman and Neil Smyth, provided reports on the work of the caucus throughout the year and lead on our well received "getting our voices heard" activities. There were also discussions and debate on motions and amendments for this year's conference.

Transgender members

It's been another busy year for the trans caucus, with trans issues once again high on the agenda at last year's national LGBT conference. We spoke in several debates moving the motions from the caucus and it was great to see the number of activists from the caucus getting involved from the rostrum. We held two caucus meetings at conference, again with increasing visibility and greater numbers of activists and members coming forward. Phillippa also facilitated a workshop to help tackle biphobia with the co-chair of the bi caucus, Sarah Shahid.

In February, Dave attended the launch of the "Guide to Recruiting and Retaining Transgender Employees", produced by the Government Equalities Office and Inclusive Employers at the House of Commons on behalf of UNISON. Both Phillippa and Dave contributed to the guidance along with UNISON and many other organisations.

Phillippa and Dave both delivered trans awareness sessions and workshops during the year; Phillippa delivered a session in February as part of our national LGBT officer training, ran a workshop and took part in panel sessions at Newcastle's RVI hospital staff training day, and Dave delivered two sessions on transitioning at work, one as part of the Trans Day of Visibility events on 31st March 2016, and one as part of Sparkle.

Dave also attended the 6th Transgender Europe Council in Bologna at the beginning of June, and the TUC LGBT Conference at the end of June.

At the network day in July we discussed our motions to conference and looked at current issues such as monitoring on the RMS, the use of language and the inclusion of non-binary members. We also held elections for the reserved place to TUC LGBT conference, and to the vacant trans caucus place on the national LGBT committee following conference in November.

This year we also attended Trans Pride in Brighton for first time. This was a very worthwhile event to attend, with over 4000 attendees in the park. The stall was busy all day, and we were able to have good conversations with both members and potential members.

Sadly due to redundancy Phillippa will be stepping down from the national committee following our conference in Llandudno in November and will be greatly missed. She has been at the forefront of trans representation in UNISON from the very beginning, and we all owe her a great deal for her tireless work on the committee.

In the regions

Eastern

Last year's LGBT conference was very successful for the Eastern region. Activists have gained confidence when taking up additional responsibilities and we hope to use this to kick on to greater things in the upcoming year(s).

We have had a presence at all of the local prides in the region where it has all been very much community based. This has enabled us to have many conversations with members and potential new members. We have noted that there are a number of students attending Prides in our region and we hope to target this area more in future. Watch this space!. We also had members attend Bedford River Festival with the regional Black members group which was successful.

We have continued to have a stall at our regional council's AGM where we can discuss the value of self organisation with senior lay members and staff. At the time of writing, it is very close to our regional training and policy weekend which we are hoping will be a success. During this, we hope to discuss getting local branches involved in pride events through the reinvigoration of the county reps. As in previous years, open meetings are held throughout the year in different parts of the region in an attempt to mitigate geographical barriers. This has proved successful as the stalwart members of the self organised group come from the length and breadth of the region.

With thanks to the North West, we have been adapting the guide to "Putting Politics back into Pride" in order to make it a resource for branches and a reason for getting involved in self organisation. We also have completed a LGBT committee handbook for new committee members and also a guidance document on transgender members with a model employer policy. We hope to start using this in full in 2017.

And finally, as a cheeky #ff, please follow us on Twitter @LGBTUNISONEast where we hope to promote regional activity and other events that may be of interest.

East Midlands

2016 has been a really exciting and active year for East Midlands LGBT group and has involved a lot of change, this will continue into our new year. It has been marked by an influx of new and committed members, fresh and innovative ideas and collaborative working practices. Life in the East Midlands is never dull or stagnant. Penny and Richard have been our co- chairs and we are building our group. The year has seen the retirement of Sarah Roelofs, our equality officer, and Dawn Bushnell will be looking after us going forward. We have also said goodbye to Sophie who has left us to take up a new role, so we will be looking for someone to work alongside Sean at our AGM

Attendance and support of LGBT events has improved with more members taking on responsibilities based on their geographical locations. Social media such as Facebook has been used to great effect to ensure members at grass roots level are aware of forthcoming events. LGBT members have worked hard to promote events within their branches and the response was tremendous! We have had a much more visible presence at prides throughout the region this year, and our banner has been on show with at least one of the group in each of the seven counties we cover.

We promote lunch and learn sessions and offer a learning space for people to learn more about equality issues. We have had lunchtime lectures on LGBT issues, published articles in branch newsletters and held wide scale recruitment drives, promotional stalls and even held a pub quiz to raise funds for an LGBT charity.

We have found that district councils often lack a clear sense of direction in developing LGBT agendas and themes. To assist in redressing this balance, we have recently set up an LGBT forum, drawn from members of the community and supported by both UNISON and the council. The group held its first AGM in September and is already helping to shape and inform that council's LGBT agenda as well as to provide support for LGBT people locally.



Our focus has been around campaigning for facility time for equality work as well as working with our regional champions to disseminate information to our region. We continue to work closely with our LGBT colleagues in our branches to form a network that is effective. We are now much more visible in our communities and are promoting our work in a much wider arena, meeting members and promoting our work with members of the public.

We have worked hard since last year's conference to reach out to and engage with new group members. Of particular note, we have implemented LGBT champions embedded within each county. Branches have invited champions to attend their meetings and to brief on current activity. The champions have been instrumental in providing a conduit of communication between the regional group and grass roots membership, significantly raising the profile of LGBT issues at branch level.

Cymru/Wales

The group has been busy this past year with good participation from across the region with representation from many branches of all the service groups. Meetings have been well attended and a number of new faces have been seen. The group is represented on many regional committees such as equalities, education and training, regional committee, local government service group, energy service group and regional council to whom the group reports and is always available for support and guidance.

Pride events were fully supported this year including Cardiff Mardi Gras and Swansea Pride. All events were popular and attracted many visitors to the stands which led to recruitment of new members, education and increased visibility to existing members and to members of the public. We face challenges in the more rural areas of Wales and we still need to work in these areas to empower our members and encourage them to be themselves in safety.

The action plan of the group details the targets and plan regionally to recruit and organise and encourage activism through campaigning at Pride events throughout the year and continuing affiliations and seeking new community organisations with which to potentially campaign with. The region's leaflet and handbook has been updated.

By the time you read this we will have met at our development weekend to finalise plans for the conference which we are pleased to see taking place in Llandudno. We hope you have fun and find time to explore the area and take in some of the local Welsh culture.

Mwynhau eich arhosiad!

Greater London

Despite continued austerity cuts affecting our activists' workloads and access to facility time, we continue to focus on recruiting and organising in the region and in working on priority campaigns where we have capacity.

At our policy day in February we agreed our workplan for the year and held detailed planning sessions on campaigning and recruitment, in particular seeking to 'reach out' to bi, Black, disabled, trans, women and young members and potential members.

We continue to be actively involved in the work of the region, and send representatives to regional committees.

With mayoral and Assembly elections in London this year, we submitted a response to Sadiq Khan's manifesto consultation and members of the group were actively involved in the successful campaign to elect the new Labour mayor. In June newly re-elected Assembly Member Tom Copley gave the group a tour of City Hall. We invited members and their friends in order to maximise recruitment potential. There was a very good turn out and Tom gave us a fascinating insight into the workings of the London Assembly. We repaired to a nearby hostelry afterwards in what was a very well received event.

We have continued to maintain a regional LGBT eBulletin and have reactivated our social media accounts with the aim of increasing our presence on social media

Unfortunately we had to cancel this year's organising and training day due to lack of capacity but we have agreed to hold next year's event on 24 February. We responded to the national committee consultation on the LGBT conference prioritisation process. We also responded to the regional consultation on reserved places on the NEC for disabled members.

Our recruitment activities this year included running a UNISON stall at the Lesbians and Gays Support the Miners 'farewell event' in December. We also ran a stall at the LGBT History Month 'History Festival' event at the Victoria and Albert Museum in February, giving a presentation on Out and Proud in Trade Unions. We also assisted with a TUC stall at a Gendered Intelligence careers-themed event for young trans people called Imagining Our Future.

As usual, the major recruitment opportunity in the region was London Pride, which was again followed by the UK Black Pride/Picnic in the Park event the next day. Group volunteers helped staff the UNISON stalls at both events. We held our traditional pre-pride breakfast in Regents Park before joining the march with our regional banner, the

UNISON Pride in our Work balloon and regional group T-shirts. Following on from last year, we were again successful in encouraging local branches to attend with their banners. New for this year was the amazing West Midlands region samba band who really brightened up the UNISON section of the parade. Due to changes to TUC sponsorship of London pride there were some logistical issues that will need to be addressed for next year. The inaugural Croydon Pride took place on the August bank holiday weekend and although notice of the event was received too late to organise a stall we plan to include it in our work plan for next year.

In addition to sending a delegate to the 2016 ILGA Europe conference in Cyprus, we have continued our active support for the No to Pinkwashing group.

Northern

This last year has been a busy, eventful and encouraging time for the Northern region LGBT Group. We have recently appointed two new regional group conveners, Craig Smart and Jennifer Black. The group has met four times over the last year and it is a mark of member commitment that we have managed to establish a core group that functions extremely well. With many people playing a part within the group and in their own individual branches, taking up branch equality positions, branch LGBT officer posts, sitting on regional bodies and national LGBT committee.

February was LGBT history month where a number of branches organised events in the form of stalls with fun filled activities in their individual workplaces.

The regional group had a moveable LGBT history month display which they took to a number of branches in the region to promote our proud history. There was also the ever popular LGBT history quiz and all participating branches provided a prize for the winner. A number of branches also sent out LGBT facts in February on their facebook pages.

In April the group held its regional policy weekend in Middlesbrough which was attended by many new activists. Motions were formulated for conference on issues such as "Transphobia in television", "Homelessness in the LGBT community" and "Dementia care for the LGBT community".

In May, IDAHOT (International Day against Homophobia, Biphobia and Transphobia) was supported by a number of branches in the region, with events and publicity.

The group attended a number of prides over the summer months. May was Durham Pride. July was Northern Pride and many of our activists were on the Parade which helped make this a very successful and high profile event. September was Sunderland Pride, which was highly successful and all the above events have been supported by the use of a Regional Pool bid which allowed us to acquire recruitment material and a variety of merchandise.

Communication has also been a strong theme for this year and our page on the regional website has been updated with information and resources for everyone to use. We now have an active Facebook page which has lots of members and it's a great sharing point for information. It is working really well up to now!

We hope that the year ahead will provide even more opportunities for LGBT members to be active and our membership to keep growing.

Northern Ireland

The key priorities for work this year were supporting transgender members, increasing LGBT visibility in workplaces and campaigning for civil marriage equality. As part of this UNISON members attended a wide range of events and worked with other allies and branches. We also increased our LGBT member circulation list and sent out ten LGBT ebulletins. Our visibility and contribution has been recognised by a nomination in the Gay Northern Ireland Magazine Awards in a LGBT Friendly Facilitator category with winners being announced at a gala event.

UNISON LGBT members and allies attended a range of events to show support and contribute to discussions within the wider community, including the Outburst Queer Arts Festival in Belfast, International Transgender Day of Remembrance events in Belfast and Derry, Act of Remembrance at Belfast City Hall Cenotaph for LGBT people murdered during the Holocaust, joint information event with HSC LGBT Staff Forum on the HSC Pension Scheme, vigil at Belfast City Hall after the massacre at Pulse nightclub in Orlando, roundtable discussion of LGBT sector held by the US Consulate to explore how Obama's pro-LGBT agenda could support groups in Northern Ireland, meeting of LGBT organisations with Finance Minister Máirtín Ó Muilleoir to identify the needs of the sector, UNISON Community branch fundraising disco for Foyle Pride, Football v Homophobia 5 aside event, Newry Trades Council discussion panel as part of Newry Pride on LGBT issues in the workplace.



We facilitated three meetings of organisations from the transgender sector which is going through some conflict to help them work towards a collaborative approach. We also circulated the new updated Guidelines for Activists Supporting Trans Members to take account of non binary and other identities. The Business Services Organisation on behalf of the Health Service is drafting a transgender employment policy and we input into the pre-consultation phase with the formal consultation phase due later this year. We also contributed to the Equality Commission gender equality seminar on their gender equality policy priorities. In partnership with Middletown Centre for Autism in September we brought over a renowned transgender academic and campaigner Dr Wenn Lawson and hosted a seminar on Gender Dysphoria and Autism, which is an emerging area of research.

UNISON hosted an event for older LGBT people as part of LGBT Awareness Week in May, focussing on benefits advice and information about accessing care. We attended Pride parades in Belfast, Foyle and Newry. Over 10,000 emails were sent out to members along with information via social media to promote these. UNISON had the largest contingent of any trade union in each parade. Photographs and videos are on the UNISON LGBT NI facebook page.

UNISON supported the LGBT Staff Forum info stalls in thirteen hospitals local to each Pride. Thanks to the local health branches who supported these – over 800 rainbow lanyards were distributed to increase visibility and promote inclusive workplaces.

The Northern Ireland campaign for civil marriage equality aims to engage with political and civil society to bring about the introduction of same sex civil marriage. UNISON LGBT has actively promoted the campaign, encouraging members to contact MLA candidates prior to the election and attend rallies to show support. A Private Members Bill will be introduced in late 2016. We will seek members' support to lobby their local representatives. Motions have been passed at Regional Council and submitted to LGBT Conference in November.

North West

As ever the regional group returned from conference with ambitious plans for 2016. The year commenced with our annual policy and development day at which we received an update on the "anti-Trade Union Bill, took part in workshops and agreed our annual work plan.

The group has been exceptionally busy again holding recruitment and organising stalls at twelve Prides across the region – highlights include:

Blackpool Pride – our first pride outing of the year, we again pitched our stall in the Winter Gardens, talking to members of the public about the impact of austerity and recruiting new members;

Liverpool Pride – we had a massive entry in the pride march where we were joined by Cabasa Carnival Arts, Merseytravel Branch and Sefton LG Branch. We also held a recruitment stall in the gardens. We also supported a series of political talks including Hope Not Hate;

Wigan Pride – we were a major financial contributor to Wigan's first pride, which was a huge success, taking place right in the centre of town where our logo was printed on bags, brochures and the banners draped down the main stage;

Cumbria Pride – we were excited to be joined by the local health branch at this year's event in Carlisle city centre, which continues to grow in popularity; and

Manchester Pride – this year saw our biggest ever entry in the parade where we were joined by Cabasa and Juba Do Leão. We had fantastic footfall in the Expo and recruitment was up this year.

The group has expanded its attendance at a range of community events including:

Pride at the Pictures Festival – continued support of a programme of international LGBT film, holding a recruitment stall and screening an advertisement prior to each film;

Sparkle – including a workshop on transitioning in the workplace and a recruitment stall throughout the weekend;

Bury Rainbow Walk – taking part in the Pride walk which rallied in the town square where the local Imam spoke of the importance of unity, respect and peace;

Family Fun Day – our first collaboration with a local fundraising group was a great success raising £2000 towards the cost of installing defibrillators in the local area. We were joined by Castro, the mascot from Just A Ball Game who engaged with local groups and spoke to them about homophobia in football.

At all of our events we have carried copies of our bargaining factsheets which are always popular resources at our stalls.

Our Labour Link Officer organised mayoral hustings in association with LGBT Labour in both Manchester and Liverpool which provided an important opportunity for members to put questions to the candidates, not least on LGBT issues.

On 22nd July new marriage equality law came into effect on the Isle of Man, following a campaign by LGBT activists including Sam Hudson; one of our members who is heavily involved with the Manx Rainbow Association. We are looking to continue to develop our work with the Manx Rainbow Association over the next year.

This year we also held our first international training day in July which consisted of three inspirational and informative speakers who shared a wealth of knowledge, covering areas such as the divide that still exists in South Africa, even post-apartheid; Palestine and the “No to Pinkwashing” campaign; the difficulties faced by LGBT people seeking asylum in the UK; and ILGA. The event was followed by a fundraiser for African Rainbow Families.

Scotland

Our committee is made up of 5 male and 5 female members and again, all sectors are represented. We are elected at our AGM which takes place in October. We meet four times a year. All of our members are active branch stewards and we ensure all equality issues are mainstreamed in our branches and on the local, regional and national bodies we sit on. We fill all the reserved LGBT seats on regional committees such as International, Learning and Organising and Communications and Campaigns.

Recruitment has again been our biggest priority this year and we attended Pride in Glasgow and Edinburgh. Pride Glasgow this year was held over two days and as well as taking part in the march, we had a stall for the duration. We also had a stall at Pride Edinburgh.

We were joined at both events by members from Edinburgh, Aberdeen, Fife, Glasgow and Inverness. Our stall was a huge success and we spoke to members and public about the importance of being in a union, the fight against austerity, racism and LGBTI issues. We talked about the EU referendum and what it could mean for equality. We recruited new members and we gave a very positive image of our work. Our literature

on the "No to pink washing" campaign was a great talking point and as one Jewish man told us "I am so glad to finally see someone telling the truth about Israel" He told us real stories about the reality of being a gay man living in Tel Aviv. Very moving.

Eight members of the committee attended the 5th STUC LGBT Workers Conference in May where we debated a range of motions and heard from a number of guest speakers including Jordan Daly from the TIE campaign, Humza Yousaf, Minister for Europe and International Development and Mike Jackson from Lesbians and Gays Support the Miners. We were again pleased to have one of the committee elected to the STUC LGBT Steering Committee.



At the time of writing, we are finalising arrangements and speakers for our AGM which is being held in October. We are hoping to improve on last year's large turnout.

Four delegates from the committee will be attending the ILGA Europe conference in Nicosia in October and four to the world conference in Bangkok in December.

We encourage all delegates to get involved in your branch and regional LGBT committees and if you need any support or information, do not hesitate to get in touch.

South East

South East region LGBT group held their AGM on 16th January. Kurt Henney was voted in as regional LGBT convenor.

Angela Eagle MP gave a talk and held a short Q&A session with the membership in attendance.

Throughout 2016 the group has held a large presence at various prides, from the large Brighton pride to the developing grassroots prides like Portsmouth, Southampton and Reading. This was helped in part from a bid won for the LGBT group and used to support local prides.

Since our AGM this year we have followed through with engaging with our members and the larger public within and outside UNISON using various campaigns. These include the 'Cap It! - Cutting the Cost of Housing' started by our young members.

We are a small group and we elect representatives to the main regional committees. Although there are some vacancies the group does an excellent job of making LGBT voices heard in the region.

This year Ryan Slaughter passed the mantle of secretary to Ron Harley who we welcome warmly and wish Ryan the best in the future.

South West

The year started with us taking part in the regional hub of the LGBT History Festival events around the UK. The event, organised by Schools Out, was held in Bristol where

we showcased the pride we have in our trade union history and was so successful, we've applied to do it again next year. The regional committee followed this by a 'Get Active' weekend which included information and training around local elections and preferred candidates, the Trade Union Bill, EU referendum, and a work plan designed to increase the political elements at Prides and Respect Festivals. Our new approach to organising at pride events has attracted new LGBT activists to our meetings and increased local branch participation. Despite shifting alliances and the devastation of Brexit, activists around the region have tirelessly sustained our objectives regarding capacity building, brand raising awareness of 'UNISON' and recruitment and engagement with underrepresented groups.

We regularly send information out to all the branches in the South West using existing publicity materials most of which are updated annually. This included reminders for our members who identify in the LGBT caucus groups of the network days. The new bi and trans leaflets have been visible and well received at all our events. An important part of the South West committee's work is to continue being Out, Loud and Proud in all six counties of our region. We continue working with UNISON young members, LGBT Labour and local Labour constituency parties. We have had good support from members of the other self-organised groups as well as several branches volunteering with us and for us to swell UNISON visibility.

The South West LGBT website has been redesigned and has updated information regarding contact details and relevant links to the national website. Our facebook page goes from strength to strength with our 'likes' creeping up. A problem that remains is the practice of gate keeping – less than half the branches in the South West have sent members to a self-organised group conference in recent years. Self organisation is the life blood of our union we are determined to promote this empowering concept whenever we can.

We actively participate on all regional committees. A number of LGBT activists hold branch officer posts and we now have representatives from all service groups except the water, environment and transport group. We took part in a self-organised group forum at the regional women's conference, highlighting the continued need for LGBT self-organisation, and ran a workshop on international solidarity initiatives.

The South West region remains affiliated to ILGA. We continue to ask for donations in exchange for lanyards and ILGA maps in order to give financial support for ILGA's scholarship programme and diversity fund. This is a vital part of our work around solidarity with other LGBT groups. We used the various pride and equality events as a platform to highlight whole UNISON campaigns, to recruit underrepresented groups, and to raise awareness around LGBT inequality around the world, including handing out the postcards highlighting 'No Pride in Israeli Apartheid'.

West Midlands

At the start of the year we agreed that we would aim to cover a wide range of pride events across the region. The first big pride event took place in Birmingham on 28 May. We used the political fund to hire a UNISON Brum Bus – which gave us visibility and promoted Birmingham's 'No Brum Cuts' campaign with postcards and i-pad online petition signing at the parade through the city centre. With the Brum bus at the back of the parade and a West Midlands samba band leading the way in UNISON LGBT tee shirts, we made a great impact.

There was a big West Midlands presence at London pride in June this year, with a coach carrying the samba band, led by a co-convenor Rory Shannon. It was a great opportunity to represent the region together with so many thousands of other branches and unions. We also supported UNISON stall at UK Black pride on the following day – which was an amazing inclusive event – great for recruiting members and raising UNISON’s profile.

We had a stall at Warwickshire pride and at Stoke which the local branches supported. At LFest in July at Utoxeter racecourse we had a stall with two people over two days. We also sent a representative from the region to BiCon and had a stall at Walsall pride. Bob Deacon represented us at Leveller’s Day, Oxfordshire (Cameron’s constituency). Wolverhampton pride was the last of the summer. We were happy to carry the national UNISON LGBT banner there. The parade was again was led by Rory and the samba band, providing a rousing beat to keep up spirits

The regional LGBT group took a high profile in the anti-austerity events to counter the Tory party conference in Birmingham in October. We carried the national LGBT banner after it had dried out following Wolverhampton pride the previous day. We organised four events supported with sponsorship from across the region: a comedy/ music night (Bethany Black (transgender standup/ actress) and Grace Petrie (singer/ LGBT activist); talks about LGBT asylum seeker/ human rights/union issues – including Aderonke Apata (African Rainbow Family .Bev Miller, UNISON), and Claire Summerskill (playwright) ‘Rights of Passage’; and two other music events.

We developed links with Birmingham People’s Assembly (anti-austerity), LGBT against Islamophobia and Stand up to Racism. These are valuable campaigning relationships we hope to continue. Bob Deacon has worked on an important motion addressing the current inequity in the law around LGBT survivor pension eligibility. This is to be put forward for national conference via the retired members forum.

Due to increasing work pressures Rory Shannon has had to step down as convenor and the West Midlands welcomes Naomi Rockliffe and Andy Chaffer as co-convenors to work alongside Jennie Antonio as the representative on the national LGBT committee.



Yorkshire and Humberside

It's been an exciting year for the Yorkshire and Humberside LGBT group with higher engagement and a noticeable passion to building our regional activity. We welcomed new open place and women's place national committee reps, the latter having been a vacant post for many years.

Our regional priorities have largely been in line with national priorities responding to the threats posed by the Trade Union Bill/Act through engagement with our branches and a particular focus on recruiting, both to the union and to the self-organised group.

Building our visibility and increasing the number of active members engaged with the self-organised group has been an important focus for us this year. Early in the year we identified events that we could attend to communicate about UNISON/the self-organised group. Attending these events, such as the launch of Stonewall's trans resources and meetings of the local LGBT Hub, proved to be a successful strategy and resulted in a number of existing members, and in particular women members, attending meetings of the self-organised group and standing for election to fill vacant seats in our region.

We committed to marching in the largest pride event in our region, Leeds Pride, and held a stall/sponsored the event. The day was a great success; new members joined us on the march and we spoke to hundreds of existing and potential members from the stall in the heart of the Leeds LGBT scene. Group members and branches also attended pride events in Hull, Doncaster and Sheffield.

A new social media page was developed at the beginning of the year (www.facebook.com/unisonYHLGBT) and has been a huge success with c.100 followers so far, both engaging with the page and communicating with other members. We have used this page to communicate from the region, from the national committee and to communicate information from resolutions at last year's conference.

The group meets formally 4 - 5 times a year however we recognise that this format is not always engaging and with the increase in new members we're now planning some informal social events and training opportunities for the coming year with the hope of increasing membership even further.

We have reached out to branches in our region and some have gotten in touch with us to communicate what they are doing with particularly impressive activity in Doncaster Local Government and Humberside Police Staff branches.

We actively participate on all regional committees including regional council and regional committee, regional Labour Link and the TUC forum. Reports are received back from the delegates at each meeting of our group. Members also report back relevant information from their respective service groups.

The group remains affiliated to ILGA. We have also built our links with many local and national groups this year which has resulted in new members attending our meetings and opportunities to support and feed into their activities and our own. These groups include Leeds City LGBT Hub, Leeds Beckett Rainbow Rose Network, Stonewall, Yorkshire MESMAC and Leeds Bi Group.

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The report on UNISON's national lesbian, gay, bisexual and transgender members committee covers our work from the end of November 2015, following the last annual conference, to the end of September 2016. It comes in two parts: these appendices and the main report of our work which is a separate document.

Please email out@unison.co.uk for a copy of the main report, or write to Carola Towle, UNISON LGBT equality, 130 Euston Road, London NW1 2AY.

UNISON is the UK's largest public service trade union. We have a proud history of working for equality for all. For more information on our work for LGBT equality, visit unison.org.uk/out.

2015 UNISON LGBT MEMBERS CONFERENCE ACTION ON RESOLUTIONS

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

Emergency motion 1

For the union makes us strong!

Condemns Tory Trade Union Bill as a wholly ideological attack on trade unions, impacting on facility time, industrial action, our political funds and collection of union subs (DOCAS), drastically affecting our ability to organise LGBT members. Calls for the bill to be dropped.

Action	Update
Urge LGBT groups and members to sign up for campaign updates on UNISON website All to: <ul style="list-style-type: none"> take urgent actions on online #TUBill campaign page lobby MPs, councillors and members of House of Lords 	Campaigning against the Trade Union Bill was UNISON's top priority end 2015/early 2016 and therefore the LGBT committee's top priority. Headline issue in all LGBT communications. Although Bill became law in May 2016, UNISON secured many concessions, including by mass lobbying by UNISON members.
Publicise need to keep individual UNISON membership records up to date in light of proposed ban on DOCAS	Continuing work – linked to promotion of new sexual orientation and gender history fields on individual membership records
Build public support for legitimate role of trade unions – NB #heartunions week of action 8-14 Feb	Continue to call for Trade Union Act to be repealed – Labour has already committed to this. LGBT community outreach including at pride events and via NatCen research promo (see below)

1. Attacks on facility time

Notes Trade Union Bill clause to cap amount of money spent on facility time in public sector and condemns impact of this on the right of reps to carry out their duties. Further notes that reps already struggle to take agreed facility time because of insufficient staffing levels due to year on year cuts and redundancies. Notes that Tories are wilfully ignoring benefits unions bring to workplaces.

Action	Update
Promote UNISON campaign for adequate public sector staffing levels	Continuing campaign – NatCen research has gathered data on effect of

	spending cuts on LGBT services – findings to be launched November 2016.
Publicise UNISON facility time guide https://www.unison.org.uk/content/uploads/2015/06/On-line-Catalogue23249.pdf	Publicised in Summer Out in UNISON, with pass notes feature explaining facility time, including where no UNISON recognition
Produce guidance for LGBT activists in workplaces with little or no union organisation on arguments for LGBT/union activity	Promotion of advice: ‘why every branch needs an LGBT group’ and ‘what is a trade union?’ at community events
Encourage LGBT members and groups to join campaign against Trade Union Bill	See actions on emergency resolution 1, above.

2. Raising the bar on bargaining for LGBT equality

Acknowledges central role of collective bargaining in delivering LGBT workers equality. Notes Tory attacks on workers and trade unionists and challenges of increasingly fragmented and outsourced workplace. Emphasises importance of skilled engagement with commissioners and others on living wage, terms and conditions and equality agenda. Welcomes range of UNISON equality reps but calls for increased numbers to support and be involved in LGBT equality bargaining.

Action	Update
Promote LGBT bargaining factsheets widely, alerting members when they are updated.	Bargaining factsheets updated and promoted widely in LGBT group and via service groups, regions and branches. Widely acknowledged as best practice advice in UK and beyond.
Encourage promotion of LGBT bargaining factsheets in activist training programmes and incorporation of LGBT equality in training on collective bargaining	LGBT case studies provided for activist training courses and materials, used at range of regional and service group events. Topic of LGBT motions to higher education and local government conferences.

3. Fighting against the cuts

Notes impact of Tory cuts on public services and in particular on training budgets, funding for equality and diversity and specialist support services, all of which impacts on bullying and harassment in the workplace.

Action	Update
Support and develop branch and regional LGBT self-organisation to raise profile of LGBT equality and support LGBT members	Continuing priority work: annual branch LGBT officer training and regular communication and meetings with regional LGBT groups, plus growing

	bank of LGBT organising resources
Signpost members to appropriate specialist services	Regular feature in Out in UNISON and LGBT e-bulletin
Publicise UNISON's work for LGBT equality widely across workforces	Community outreach campaign 2016 plus promotion of NatCen research and regular promotion of LGBT calendar for workplace LGBT equality events

4. Gendered dress codes in the workplace

Despite advances in equality for trans and gender non-conforming workers, notes harmful gender stereotypes still enforced at work. Asserts that dress codes should serve a legitimate purpose - attainable without gender-specific requirements. Gendered dress codes affect all workers – many do not wish to dress according to gendered stereotypes - but particularly those beginning gender transition and many non-binary workers. Where different uniforms provided, it benefits all staff to be able to choose from what historically defined as 'male' or 'female' items without explanation or justification, just as you can request a change in size.

Action	Update
Produce best practice guidance on gender-neutral dress and uniform policy	Topic of LGBT motions to UNISON women's and local government conferences. Examples of workplace policies collated. Trans equality factsheet updated and expanded. Stand alone dress code guidance in preparation.

5. The Scottish LGBT equality report

Welcomes Scottish LGBT Equality Report <http://www.equality-network.org/wp-content/uploads/2015/07/The-Scottish-LGBT-Equality-Report.pdf> , published by Equality Network in July 2015 – comprehensive study of LGBT inequality in Scotland. Notes key findings which show continuing widespread inequality.

Action	Update
Urge employers and educational institutions to provide supportive environment for LGBT people, clear and effective LGBT equality policies and ways to combat/deal with bullying and harassment	Core task of UNISON LGBT group, carried out in range of actions supporting organising, bargaining and campaigning
Campaign for Scottish Government to publish LGBT equality and human rights strategy and action plan to measure progress	The role for the national LGBT committee was to support the Scottish LGBT group in carrying out these actions – see Scottish report in main annual report

Campaign for reform of Scottish gender recognition law so all trans and non-binary people can have gender identity recognised; call for Scottish political parties to make (manifesto) commitment on how they will make Scotland fairer and more equal for LGBT people	Scottish parliament elections 5 May 2016 – most parties published commitments in their manifestos
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6. **LGBT + mental health**

Welcomes increasing priority being given to mental health and discussions between equality groups in UNISON on joint work on the issue. Notes how austerity impacts adversely on mental health, in terms of exacerbating workplace pressures, stress and fears while cutting support services. Notes disproportionate affect on LGBT+ people, likely due to societal prejudice and intolerance.

Action	Update
Establish LGBT mental health as a priority issue for 2016	LGBT mental health raised at every opportunity. Topic of LGBT motion to health conference and amendments to energy, water environment and transport and local government conferences. Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON
Signpost info and support materials re- LGBT mental health to branches, stewards, equality co-ordinators and LGBT officers	Mental health was focus for 2016 IDAHOBITS on 17 May – promoted widely, along with information and support materials
Raise awareness of LGBT people and mental health, and how problems compounded by austerity	Articles included in Out in UNISON and LGBT e-bulletin; questions in NatCen survey and new UNISON equality survey.

7. **Raising awareness for LGBT police staff**

Notes levels of prejudice and isolation experienced by many LGBT police staff. Also notes with concern, growing support for UKIP, particularly their success in local council and European elections and the likely increase in their activity in the lead up to a referendum on UK membership of the EU.

Action	Update
Encourage and support LGBT police support members to attend training and events to empower them to tackle LGBT discrimination	Close liaison with police and justice service group including motion to their conference on organising LGBT members; LGBT caucus meeting at police and justice conference;

Circulate and promote information on truth about UKIP/how groups can support anti-fascist and pro-LGBT equality organisations such as Hope not Hate and Unite Against Fascism	Regularly promoted in Out in UNISON and LGBT e-bulletin
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Comp E - Updating language

Notes that language changes with time. Terminology currently accepted as best practice is not always used in publications, policies and training. Welcomes UNISON's place at the forefront of union equality work. Notes the importance of language in shaping attitudes and perceptions and creating a culture of respect and inclusion. Gives as examples confusions of gender, sex, sexual orientation and gender identity, ignoring of non-binary identities and non-inclusive descriptions of bisexuality.

Action	Update
Update and promote our LGBT publications with terminology currently accepted as best practice/inclusive	Update of existing bargaining guides plus new materials on gender and language. Promotional campaign across UNISON to familiarise UNISON activists and staff with developing language
Work with UNISON activist training for best practice on use of language in training, recognising how equality language evolves	Specific training materials developed on talking about gender – promoted widely.

9. Developing and supporting new activists

Notes work on developing a charter of remaining demands for LGBT equality, based on a motion from national young members forum last year. The work around the charter gives background to new activists and explains why it's important to get involved. Suggests ways of developing this support and guidance for new activists.

Action	Update
Investigate possibility of LGBT area within UNISON online Organising Space	Working with Strategic Organising Unit towards launch at LGBT conference November 2016
Once launched, promote and encourage experienced activists to offer guidance and support to new activists through the network	All to note – for 2017 work programme
Encourage use of facebook, twitter and networking events for exchange between new and experienced activists	Continuing work – integral part of our LGBT organising strategy

10. Post general election: Don't mope - mobilise

Notes that despite hard work of many activists, Tories were elected in May 2015 general election and are seeking to drive through hostile Trade Union Bill, abolish Human Rights Act, review Freedom of Information Act, shrink state and weaken workplace rights and terms and conditions. Asserts that an organising response is the only answer. There has never been a more important time to be a union member – but many LGBT people are not. Sets out importance of recruiting members and engaging new activists.

Action	Update
Keep recruitment activities high on agenda, promoting best practice and engaging with local initiatives	Out in UNISON, LGBT e-bulletin and regional convenors meetings used to promote best practice. Publicised and rewarded via LGBT recruitment and organising awards at LGBT conference. Workshop on best practice at 2016 LGBT conference.
Focus particularly on workers with private employers (our biggest growth area) and from fragmented workplaces	LGBT community outreach programme via pride and other community events focus for fragmented workplaces, engaging branches in local events. LGBT motions to community and health conferences on this. Welcome launch of new UNISON private contractors forum in Autumn Out in UNISON.
Reinvigorate LGBT recruitment materials and initiatives, including social media and more traditional methods	Regional and branch groups encouraged to organise workplace recruitment initiatives including for eg LGBT history month, IDAHOBITS, Bi Visibility Day, Trans Day of remembrance. Materials regularly refreshed. Major publicity campaign via Gay Star News during 2016.
Engage in active recruiting at community and pride events, publicising importance of being in a trade union	Action for all - throughout year

11. Strengthening branch LGBT self-organisation

Notes challenges of organising branch SOGs where employer is dispersed over wide geographical area and/or workplaces fragmented, and in multi-employer or smaller branches. Notes potential of bringing ones and twos together in a self-organised group from a cluster of branches in a geographical area, as set out in UNISON guidelines on self-organisation. Welcomes training programme for branch LGBT officers and take-up of post – but potential for more. Amendment calling for pilot project on cross-branch LGBT organising was remitted to national committee, because some of what proposed went beyond what committee could deliver.

Action	Update
Promote benefits of self-organisation in branches and training and support available to branch LGBT officers, encouraging take-up of role	Well attended and successful branch officer training Feb 2016. Next course booked for 7 February 2017 in London
Update materials to support this work	Materials regularly refreshed
Call for branches to be pilot for project to support and develop cross-branch LGBT self-organisation.	Request for branches to pilot via Out in UNISON, LGBT e-bulletin and targeted mailings. So far, Oxford has agreed to pilot – other pilots still sought. Article on Oxford pilot in Autumn Out in UNISON
Identify and train new leaders	Action for regional and branch groups

12. Improving services for bisexual people

Notes that bisexual people are the most invisible and least provided for of the main sexual orientation groups. Welcomes publication of Equality Network 2015 survey report 'Complicated? Bisexual people's experiences of and ideas for improving services' <http://www.equality-network.org/wp-content/uploads/2015/04/Complicated-Bisexual-Report.pdf> . Notes its key findings and endorses its recommendation urging services to raise awareness of bisexuality, biphobia and bi-erasure and to take clearly visible bisexual inclusion actions, setting out a roadmap to bisexual inclusion.

Action	Update
Continue campaign to tackle biphobia in workplaces and in UNISON	Continuing work: articles in every issue of Out in UNISON, workshops in regions and service group seminars
Promote bi visibility and bi inclusion, tackling biphobia when it occurs	Presentation on bi visibility developed for BiCon 2016 and made available to regional LGBT groups
Promote 'Complicated?' report recommendations, including roadmap to bisexual inclusion, and incorporate in work	Promoted via LGBT communication channels

13. Election of retired members' representatives to self-organised group conferences

Welcomes rule change permitting national retired members organisation to send reps to national SOG conferences. Expresses concern that these reps have been selected by the national retired members committee (NRMC) rather than by retired members from respective SOG, on advice from NEC but without consultation with relevant members.

Action	Update
Seek views of retired LGBT members on process for nomination and election, including how to maximise transparency and accountability	<p>Motion on this issue was carried at retired members conference shortly before LGBT conference, instructing the NRM to seek to ensure transparency and accountability, taking the steps called for. LGBT committee supported the call.</p> <p>Call for nominations publicised in Summer Out in UNISON.</p>

14. Prioritisation

Calls for review of prioritisation process at LGBT conference to check it is achieving the intended aim of enabling full debate of issues deemed most significant.

Action	Update
Regional and branch LGBT groups, national LGBT caucuses and individual LGBT members to be surveyed on their views of effectiveness of current prioritisation process and options for change.	<p>Survey had low levels of response but responses showed high levels of satisfaction with current system. Conducting the survey has raised awareness of the process and the importance of submitting priorities. Additional steps taken to publicise deadlines and remind groups to use their priorities this year.</p>

15. Sharer delegates to lesbian, gay, bisexual and transgender conference

Notes that all branches can send 10 delegates to LGBT conference and there is no provision for sharer delegates. The NEC scheme of branch representation requires that if a branch sends 4 delegates, one must be low paid; if they send 5 delegates, one must be a young member. Expresses belief that this restricts participation for branches with more than 3 delegates wishing to attend, none of whom are young or low paid. Suggests that introduction of sharer delegates would get round this, encouraging more LGBT members to get active.

Action	Update
Raise with relevant UNISON sections to seek inclusion of sharer delegates at LGBT conference for 2016 conference	<p>Raised with other national self-organised groups, national young members forum, national SOC secretary, conference team and via NEC equality liaison committee. Strong consensus among those who took a position that introduction of sharers</p>

	could jeopardise steps to improve fair representation. Sharer delegates not introduced for 2016. Other steps to increase participation at conference under discussion.
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16. Don't let the Tories get away with it again!

Also see resolutions EM1, 10, 17, 18 and 39

Notes that since general election in May 2015, Tories have wasted no time implementing swingeing budget cuts, regressive laws and policies, renewed zeal for public sector 'pay restraint', attacks on unions and welfare etc. Notes that we were not successful enough in making the case with our members that neither the Tories nor UKIP served their interest as workers, trade unionists or supporters of LGBT equality. Need to re-evaluate our target audience and our messages and mobilise LGBT trade unionists to vote for public services and LGBT equality in forthcoming elections.

Action	Update
Develop medium-term political campaign messages, building coalitions	Central part of campaigning work: included in LGBT motion to UNISON national delegate conference and UNISON motion to TUC LGBT conference, which selected as LGBT conference motion to Congress and carried there
Continue political education work – explaining what Tories and UKIP really stand for office	Link closely to UNISON core campaigns. NatCen survey on LGBT effect of public spending cuts important part of strategy
Mobilise for elections up to and including 2020 general election, including by-elections, local, regional, devolved and European elections, including encouraging activists to stand for office	Built into work with regional groups and promoted via LGBT communications channels. Liaison with Labour Link and LGBT Labour
Explore possibility of People's Assembly LGBT group, to highlight impact of austerity on LGBT people and mobilise resistance	Included in motion to TUC LGBT conference and subsequently Congress

17. Building the challenge to the Tories and UKIP in our regions and nations

Also see resolutions EM1, 10, 16, 18 and 39

Notes that local, regional and devolved national elections on 5 May 2016 will be first test of Tory electoral support since general election, albeit affected by disenfranchisement of vulnerable and transient communities by change to individual

electoral registration. Highlights need to also campaign against the far right, noting in particular that in devolved nation and London Assembly elections, additional member election system may mean UKIP can gain seats even if they do not win any constituencies.

Action	Update
Continue to encourage voter registration and voting in favour of candidates who support equality and UNISON's aims	Included in every LGBT e-bulletin up to May and featured in spring Out in UNISON; Promoted social media campaigns on voter registration via facebook and twitter
Continue to campaign against the far right and unmask UKIP myths	This is continuing work – shared ideas and resources between regional LGBT groups. Carries forwards into 2017.
Urge use of UNISON resources in regional and devolved nation elections	UNISON resources strongly promoted to regional and branch LGBT groups and LGBT members.
Encourage members, especially Black LGBT members, to stand for elected office	Spring Out in UNISON, profiled activists who have stood for office and calling for others, particularly Black and/or trans candidates. Included in 'Our vision for LGBT equality' factsheet, Summer Out in UNISON and LGBT motion to 2016 Black members conference

18. Forty years on: continuing the push for LGBT equality with LGBT Labour

Also see resolutions EM1, 10, 16, 17 and 39

Notes the 40th anniversary of LGBT Labour and what it has achieved in terms of Labour party policy for LGBT equality. Also notes Labour's LGBT equality manifesto for 2015 general election and expresses regret that due to general election result, these commitments will not become law this Parliament, though Labour remains committed to them. Notes productive joint work between UNISON, LGBT Labour and Labour party, facilitated by Labour Link and expresses belief that this could be strengthened by UNISON branches affiliating to LGBT Labour.

Action	Update
Ask Labour to reaffirm the commitments in its 2015 LGBT mini-manifesto	LGBT motion to UNISON Labour Link Forum – motion carried and we continue to pursue the issues
Identify and work for Labour to adopt further LGBT equality policies	Further policies to include action on recommendations of Select Committee Inquiry into Transgender Equality – included in motion to Forum and steps to increase diversity of candidates.
Encourage UNISON branches to affiliate to LGBT Labour	Regional groups to encourage at regional level.

19. Composite A Social Care in England

Notes that 2015 general election result means no end to crisis in social care in England or quandary for LGBT people seeking safe, appropriate care. Welcomes UNISON's Save Care Now campaign <http://www.savecarenow.org.uk>, building on gains from Ethical Care Charter. Sets out our requirements for health and social care services that meet the needs and choices of LGBT service users.

Action	Update
Support and contribute LGBT perspective to Save Care Now campaign, building support in LGBT communities	LGBT amendment to Labour Link Forum motion on crisis in adult social care, raising LGBT perspective. Identify findings from NatCen survey when published
Learn lessons from Cymru/Wales, N Ireland and Scotland and seek good practice examples from ILGA/ILGA-Europe	Collation and dissemination of surveys and reports on this issue.
Use LGBT communications to promote campaign to LGBT members, linking to campaigning against Welfare Reform and Work Bill and cuts to benefits and allowances	Regular items in LGBT e-bulletin Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON. Further feature in autumn Out in UNISON

21. Sex and relationship education lessons

Notes growing call for sex and relationship education to be statutory (UNISON and Labour party policy plus call from OFSTED) and for this to include LGBT lives and relationships, calls repeatedly rejected by previous coalition government.

Action	Update
Highlight importance of including LGBT lives and relationships into SRE in schools and build campaign for compulsory SRE	Integral to campaign for LGBT equality in education – part of work with education service groups and Schools Out!, LGBT history month etc. Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON. Also included in LGBT motion to Black members conference.
Seek to keep issue on Labour's agenda	See action on resolution 18 above.

22. Same sex parents

Welcomes greater rights for and growing numbers of same sex parents, including rights for surrogate parents introduced in Children and Families Act 2014. Notes however that managers are increasingly interrogating members exercising family

rights about their family relationships. Given stereotyping prejudice and ignorance faced by LGBT workers, this can cause particular difficulties for LGBT parents.

Action	Update
Promote UNISON negotiating guidance on LGBT family rights	Negotiating guidance on LGBT family rights updated and good and bad practice examples sought for stand alone factsheet, via Out in UNISON, e-bulletin and regional groups.
Support branches in challenging myths and stereotypes about LGBT families and parents, raising awareness of LGBT workers family/parental rights, and assisting in equipping reps with necessary knowledge and confidence	LGBT meeting point at national delegate conference increasingly important as a help desk for branch reps. Once completed, stand alone bargaining factsheet will be widely promoted.

23. Giving young trans people a decent start in life

24. Support for young transgender people and their families

Notes widespread lack of awareness about young trans people and issues they face, including in schools, worsened by impact of austerity cuts on specialist and mainstream youth, community, housing and health services plus benefits. Asserts that information, support and, if appropriate, treatment when they are young has major impact on life chances. Given high and growing numbers of UNISON members in schools, UNISON can play important part in this. Welcomes cross-union education sector work and commends trans groups working with young people, including Scottish Transgender Alliance, Gendered Intelligence, You Are Loved and Mermaids.

Action	Update
Campaign and lobby for improved training for schools and OFSTED inspection criteria on trans issues	Long-time demand and Labour pledge secured. Integral to work on education and partnership with other organisations working in field.
Raise awareness of advice and support available to young trans people and their families	LGBT meeting point at national delegate conference increasingly important as a help desk for branch reps and for families with young trans members.
Include needs of young people in campaigns for improved NHS gender and mental health services	Included in lobbying for implementation of recommendations of Select Committee on Transgender Equality. Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON

25. Trans health matters!

Expresses concern about growing waiting times for NHS gender treatment, with waiting times reported to reaching 12 years in some parts of UK unless urgent action taken. Added to issue of waiting times for specialist treatment, identifies issues with GPs' knowledge, attitudes and training, eg on endocrinology, with postcode lottery being made worse by Tory austerity agenda. Welcomes UNISON guidance <https://www.unison.org.uk/content/uploads/2015/03/Toweblnfluencing-Our-NHS-a-short-UNISON-guide.pdf> on how members can influence the NHS as patients' representatives.

Action	Update
Continue campaign for properly funded NHS services for trans and non-binary people	Included in lobbying for implementation of recommendations of Select Committee on Transgender Equality. Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON
Promote UNISON guide 'Influencing our NHS' and encourage members to take up opportunities and raise trans health issues	Promoted to regional and branch LGBT groups and activists.
Investigate possibility of updating NatCen research on austerity and LGBT people in light of general election result	Major part of work during 2016. GPF funding secured and research conducted over summer. Findings to be released at LGBT conference and used for campaigning in 2017.

26. Tory housing policy and its impact on the LGBT community

27. The high risk of homelessness

28. Young, LGBT and facing homelessness

Expresses deep concern about housing issues facing LGBT people. This includes Tory announcement of intention to remove housing benefit from 18-21 year olds and impact on young LGBT people, who face particular issues of homelessness and are particularly vulnerable when homeless; lack of safe, secure, affordable, accessible housing; lack of social housing and increasingly costly and insecure private sector. This is made worse by Tory austerity cuts decimating support services. Commends work of groups like Albert Kennedy Trust working with young homeless LGBT people.

Action	Update
Campaign and lobby against housing benefit cut for 18-21 year olds and reduction in social housing	Promoted UNISON campaign to LGBT members. NatCen survey and UNISON equality survey both investigate impact on members
Raise awareness of impact of Tory economic policies on LGBT people, including need to defend specialist	This is a key objective of the 2016 NatCen research. Promoting the research and seeking responses has

services and welfare	been focus for this year. Campaigning focus will follow publication of results.
Raise awareness of young LGBT homelessness, including via Youth Homelessness Matters Day on 15 April and wider housing issues facing LGBT people, including disabled LGBT people	Continuing issue for whole LGBT group – actions for regional and branch groups: information is at http://www.youthhomelessnessmatters.net/yhmd/welcome-nych . Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON
Raise LGBT awareness of support available through UNISON's welfare charity 'There for You'	Article in summer Out in UNISON; Online info at https://www.unison.org.uk/get-help/services-support/there-for-you ; stall at 2016 LGBT conference

Composite C Equal pensions: end discrimination in survivor pensions

Condemns continuing discrimination in survivor pensions for same sex partners and inaction of government, despite review required by Marriage (Same Sex Couples) Act, and calls for urgent action to equalise pension provision for same-sex married couples, civil partners and widowers with the benefits enjoyed by widows. NB Labour party has been supportive of our campaign.

Action	Update
Publicise and support TUC campaign on this issue, engaging our LGBT members in the campaign, publicising online, in LGBT e-bulletin and Out in UNISON	Included in 'Our vision for LGBT equality' factsheet and Summer Out in UNISON. Promoted via LGBT e-bulletin. Issue debated at 2016 TUC LGBT conference and remains on agenda.
Consider how to promote campaign among retired members and seek support from National Pensioners' Convention, Scottish Pensioners' Forum and more widely	In liaison with national retired members organisation and via Out in UNISON and LGBT e-bulletin.
Make pensions equality a priority campaign, lobbying political parties, Westminster and devolved governments, highlighting individual legal cases	Case of John Walker, supported by Liberty, continues to be pursued. Next step is Supreme Court. Also raised as bargaining issue – LGBT motions to 2016 energy and water, environment and transport conferences. Included in continuing demands from Labour.

31. Equal pensions

Notes that some trans women remain cheated of arrears in state pension which are due as a result of an ECJ decision. This is because UK government claims ECJ ruling is over-ridden by domestic provisions on non-retrospection (refusing to backdate payments).

Action	Update
Find ways to support affected trans women to be treated equally for state pensions purposes	Included in 'Our vision for LGBT equality' factsheet. Test cases sought. Arnold and Porter law firm now taking four cases to ECJ. We have also asked for support from Women Against State Pension Injustice

32. UNISON and Broken Rainbow

See also resolution 40

Highlights the work of Broken Rainbow <http://brokenrainbow.org.uk>, which raises awareness of and offers support to LGBT people affected by domestic abuse. Notes the pilot of a programme to provide a social response to LGBT domestic violence, taking place in Greater Manchester. Once evaluated, this could be rolled out nationally. Also notes that the Broken Rainbow helpline risks losing its funding in April 2016.

Action	Update
Encourage regions and branches to become members of Broken Rainbow and/or make donations	Although Broken Rainbow secured its 2016 Home Office funding, it closed its doors in June. Allegations of financial mismanagement being investigated by Charity Commission.
Encourage regional groups to have Broken Rainbow info on stalls at events and promote their services	The Home Office funded LGBT domestic abuse helpline has been taken over by Galop with the same number and opening hours: Helpline 0300 999 5428 or 0800 9995428 . Promoted via e-bulletin, Out in UNISON and facebook. Invited to have stall at LGBT conference.

33. Pride in our past and our future

Notes the increasing divergence of pride events and the opportunity they present for UNISON to have an effective presence in terms of recruitment and political/campaigning engagement. Asserts that at best, they are a vital place for us to get our messages out. Notes that some pride organisers fail to recognise the role of unions in fight for LGBT rights. Also notes UKIP LGBT group's attempt to have a presence at some pride events and importance of UNISON guidance on how to deal with this.

Action	Update
Maximise UNISON participation and visibility at pride events	Key part of community outreach work. Regular discussions with regional

	convenors. Best practice features in Out in UNISON. Recruitment and organising awards presented at LGBT conference.
Highlight role of trade unions in fight for LGBT rights and seek prominence of this from pride organisers	Practical guide to organising for Pride launched winter 2015/16 https://www.unison.org.uk/content/uploads/2015/11/Pride-organising-guide.pdf and promoted widely throughout year.
Continue to object to UKIP participation at pride events	Advice on UKIP at pride events was included in the Winter 2015/16 issue of Out in UNISON and in pride organising guide.

34. Transphobic feminism

Notes that feminism is a broad-based movement of different strands with shared aim of reshaping society towards one built on equality, respect and inclusiveness regardless of gender. Notes that within this movement there are women who believe that only 'women born women' should be part of the women's movement, as exemplified by Germaine Greer's assertion that 'being trans is an illusion'. Declares that we must stand against any (part of the) movement that seeks to exclude people based on their gender identity.

Action	Update
Promote feminism as an inclusionary movement	Integral to our work and promoted at every opportunity. Clear and publicised guidance that UNISON women's events are open to all women.

35. Alan Turing and gross indecency convictions

Welcomes posthumous pardon granted to Alan Turing for his 1952 gross indecency conviction. Asserts that such pardons should be given to all men similarly convicted because of their homosexuality.

Action	Update
Campaign and lobby for action on 'Turing's law'	Included in Labour manifesto for 2015 general election. Tories have also committed to action, including statement of intent on 21 September 2016 but still no detail on plan of action. Continue to push.

36. Why we do international work

Welcomes UNISON's proud history of internationalism, including within LGBT group and for LGBT equality. Sets out principles and key elements of this work, highlighting meaning of solidarity. Pledges to continue this work.

Action	Update
Continue to encourage global, national and regional trade union initiatives for LGBT equality	Multiple actions including support for Dutch TU international 'Freedom at work' conference summer 2016, support for Malta General Workers Union LGBT education programme, liaison with EPSU, ETUC and PSI equality leads etc (see jargon buster at end)
Promote internationalist perspective among LGBT members, encouraging involvement in branch and regional international work	Priority area for LGBT international work, included in every Out in UNISON and LGBT e-bulletin and standing item on agenda for regional LGBT convenors meetings
Review how UNISON has raised trade unionism and international solidarity in LGBT forums, what outcomes have been and future opportunities	Review carried out during year – summary in annual report and Autumn Out in UNISON.
Encourage LGBT members and groups to support ILGA www.ilga.org and use its resources	Included in every Out in UNISON and LGBT e-bulletin and standing item on agenda for regional LGBT convenors meetings
Seek further opportunities to utilise UNISON's international development fund	Included in LGBT international workplan – continue to publicise and support current project in South Africa

37. The inhuman and undignified treatment of LGBT asylum seekers

Notes high levels of human rights abuses in countries of origin that cause LGBT people to seek asylum in the UK. Yet still 98-99% asylum applications declined and treatment through the asylum process is undignified and unacceptable. Notes work from UK Lesbian and Gay Immigration Group to address this, leading to new Home Office Asylum Policy Instruction on sexual identity claims in February 2015, which can provide a positive framework for claims. Notes that the policy instruction on gender identity claims has not been updated since 2011. Expresses particular concerns about detention of asylum seekers eg in Yarl's Wood women's detention centre, where subjected to prejudice and ill-treatment.

Action	Update
Encourage Labour to act on manifesto commitment to improve treatment of LGBT asylum seekers	Labour has pledged to act; continue to push current government. New 'sexual orientation in asylum claims' policy instruction published 3 August 2016. Gender identity policy instruction still not

	updated.
Encourage regional and branch groups to join ILGA http://ilga.org/become-member	See action on resolution 36
Work with sister unions internationally to improve situation for LGBT people in their home countries	See action on resolution 36
Encourage regional and branch groups to support and promote work of UKLGIG – see link above	Coverage of http://uklgig.org.uk in Summer Out in UNISON . UKLGIG invited to have stall at LGBT conference
Support campaign for closure of Yarl's Wood	Campaign publicised in LGBT communications. LGBT motion on this and other LGBT asylum issues to Black members conference.

38. LGBT and sex worker organising and the fight against HIV

Notes 2010 LGBT resolution noting divergent views within the LGBT group on criminalising those who purchase sex acts – UNISON policy supports such criminalisation. Also notes 2013 LGBT conference resolution on link between LGBT organising, sex worker organising and the fight against HIV, which called for dialogue to review and advance UNISON policy. Notes developments including World Health Organisation call for decriminalisation of sex work to help prevent the spread of HIV; and Amnesty International policy decision to advocate for decriminalisation of activities relating to buying or selling of consensual sex between adults.

Action	Update
National committee to facilitate dialogue on these issues	UNISON women's group wrote to Amnesty International expressing concern about this decision – issue debated at 2016 women's conference, reaffirming current UNISON position on criminalisation. LGBT motion to 2017 UNISON women's conference.
Offer solidarity to international groups working to organise sex workers where this links to fight against HIV and for LGBT rights	Opportunities for such solidarity sought.
Publicise within UNISON link between sex worker organising internationally and improving health/social justice for people living with HIV and LGBT people	Continuing work – actions to be identified.

39. After the general election...

Also see motions EM1, 16, 17 and 18

Notes devastation wreaked by previous Tory-led government leading to job losses, cuts, attacks on trade unions, dilution of equality duty etc , and plans for current Tory government to take this much further. Asserts the vital importance of our LGBT SOG developing organising, negotiating and campaigning strategies to fight Tory plans.

Action	Update
Feed LGBT perspective into UNISON discussions on strategy for next five years, including harnessing potential of LGBT members	Core work throughout 2016 and continuing. See actions on resolutions EM1, 16, 17 and 18.
Update guide to political campaigning, with suggestions for what branch and regional groups can do in their areas to mobilise LGBT members, co-ordinating with other SOGs and young members over strategy	Update in preparation – should be ready for launch early 2017. Practical examples of successful campaigns sought from groups via e-bulletin and regional group mailings.
Use every issue of Out in UNISON to raise political awareness of how to fight Tory government and key dates/actions including elections	Core work throughout 2016 and continuing. Particular actions before and after EU referendum. Also see actions on resolutions EM1, 16, 17 and 18.
Work for increased numbers of LGBT Labour candidates in local, national, devolved administration and European elections	Actions taken include motions to Labour Link Forum and Black members conference, article in Out in UNISON, participation in Fabian Society LGBT roundtable, support for LGBT Labour.

40. Black LGBT people and domestic violence

See also resolution 32

Notes Broken Rainbow's work for a social response to LGBT domestic violence. Highlights the need to encourage inclusion of Black LGBT experiences of domestic violence, including honour-based violence, female genital mutilation and forced marriage, which organisations such as Iranian and Kurdish Women's Rights Organisation work to combat.

Action	Update
Promote work of organisations such as Broken Rainbow www.brokenrainbow.org.uk and Iranian and Kurdish Women's Rights Organisation http://ikwro.org.uk and	Broken Rainbow closed June 2016 – see resolution 32. IKWRO publicised and promoted via LGBT e-bulletin

encourage DV services to meet needs of Black LGBT people	
Encourage Black LGBT members to engage with Broken Rainbow's 3 year pilot in Greater Manchester 2015-2018	See above

41. Social model of disability

Notes that social model of disability is crucial for participation of disabled LGBT members in UNISON and our group. However, there can be a lack of understanding of this UNISON-backed model, which sees the way society is organised as creating physical, organisation and attitudinal barriers to inclusion and equality and looks at ways to remove these barriers.

Action	Update
Publicise information on the social model of disability; encourage LGBT groups/members to raise as workplace and negotiating issues	Publicised and promoted in Spring Out in UNISON
Review disabled members participation in LGBT SOG, identifying any barriers and how to overcome them	Review programmed in to disabled LGBT members network meeting September 2016

42. Access to work

Notes importance of Access to Work funding in enabling disabled people to gain and stay in work. Fund helps workers to meet additional employment costs arising from their disability. Notes that as from 1 October 2015, awards are capped and members report increasing issues with accessing support and eg maintenance of adapted workstations.

Action	Update
Promote and publicise resources to help disabled LGBT members to stay in work and publicise cuts to Access to Work, campaigning against further cuts to disabled workers rights	Publicised and promoted in summer Out in UNISON. Issue included in 'Our vision for LGBT equality' document. Await relevant findings from NatCen research

43. HIV and the ageing population

Welcomes advances in HIV treatment and corresponding increase in life expectancy of people living with HIV in UK. Notes this presents new challenges for HIV+ community as they face old age. Expresses concern about austerity cuts impact on NHS, community and social care services plus lack of understanding of HIV among many older people's health and social care providers. This results in a return to questions of disclosure and confidentiality, stigma and ignorance.

Action	Update
Call for needs of older people living with HIV to be included in training of staff who assess/undertake health and social care	Focus of action around World AIDS Day 1 December. Identify relevant findings from NatCen research when published.
Issues to be included in discussions on integration of health and social care, and for resources for peer support networks and dialogue between groups working with older people and those living with HIV	Fed into UNISON Save Care now campaign. See above in relation to NatCen research findings.

44. Disabled LGBT members caucus development

Notes good track record of LGBT group on building fair representation of disabled members on national and regional committees by structure and reserved seats. Notes that caucus development at regional level is sporadic, however.

Action	Update
Produce guidance on effective caucus development at regional level	Guidance under preparation by disabled LGBT members caucus
Publicise good practice at regional level where caucuses established and working well	Regular discussion at meetings of regional LGBT group convenors

45. Bi not binary

Notes myths and prejudice surrounding bisexuality and how this impacts on working lives. Asserts that this is partly based on dominant perception of gender identity and sexual orientation as binaries – woman or man, same sex attraction or opposite sex attraction. Notes importance of language in shaping attitudes. Defining bisexual people, as we do in UNISON, as those who feel attraction to more than one gender, is inclusive and assists in positive understanding. Welcomes work to date on making our LGBT group, bargaining advice and campaigning and organising resources inclusive of all, including non-binary people.

Action	Update
Continue work of making our group and resources inclusive of the diversity of LGBT public service workers, including non-binary workers	LGBT publications reviewed and updated; articles in successive issues of Out in UNISON; conference arrangements reviewed and amended where necessary; workshops at 2016 LGBT conference
Raise issues across UNISON and promote inclusion	Publicised in all staff bulletin and with UNISON services and UNISONplus partners

Explanation of terms

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

Appendix 2

Attendance at national LGBT committee

P = present A = apologies R = resigned

- = not yet a member of the committee or had left committee

Blank = neither attended nor submitted apologies

	January	April	July	September
EASTERN				
Asha Wolfe – Robinson	P	P	P	P
Eduardo Morgado	P	P	A	A
EAST MIDLANDS				
Sean Bowler	P	P	P	P
Sophie Whitehead	A	A	A	R
GREATER LONDON				
Deirdre Costigan	P	A	P	P
Jackie Lewis	P	P	P	P
NORTHERN				
Carrie Pearson – Loughlin	P	P	P	P
Robert Etherington	P	R	-	-
Liam Cruickshank	-	P	P	P
NORTHERN IRELAND				
Emmeline Kingsley-Grace	-	P	A	P
Vacancy				
NORTH WEST				
Eileen Best	P	P	P	P
John McSwiggan	P	P	P	P
SCOTLAND				
Elaine Duffy	P	P	P	P
David Calderwood	P	P	P	P
SOUTH EAST				
Thomas Johnson-Kirkland	-	P	P	P
Vacancy				

SOUTH WEST				
Darienne Flemington	P	P	P	P
Mark Kelly	P	P	P	P
CYMRU / WALES				
Anne-Marie Stockholm	A	A		A
Richard Tanswell	P	P	A	P
WEST MIDLANDS				
Rory Shannon	P	P	A	A
Marie Dobinson	A	R	-	-
Jennie Antonio	-	P	P	P
YORKSHIRE & HUMBERSIDE				
Michael Austin	P	A	P	P
Angelique Denys	-	-	-	P
BLACK MEMBERS REPS				
Dettie Gould	P	A	P	P
Bev Miller	P	P	P	P
Winston Dorsett	P	R	-	-
Jaden Biggs	A	A	P	A
Anu Prashar	P	P	P	P
DISABLED MEMBERS REPS				
Louise Ashworth	P	P	P	P
Kaz Williams	P	A	P	P
Neil Smyth	P	A	P	P
Katrina Gilman	P	P	P	P
Ryan Frankland	P	P	P	P
BISEXUAL MEMBERS REPS				
Jade-Su Armstrong	P	P	P	P
Natalie Roberts	P	P	P	A
TRANS MEMBERS REPS				
Phillippa Scrafton	A	P	P	A
Dave Merchant	P	P	A	P

Monitoring for fair representation

National LGBT committee 2016

There were some changes to the committee during 2016 – this data represents the membership at the beginning of the year. All 33 members on the committee at that point returned their forms. Figures are given as percentages. Because of rounding up/down, some questions not being answered and some questions allowing more than one answer, figures do not necessarily total 100%.

Figures in brackets show committee 2015 figures.

	National LGBT committee members (%)		UNISON National Executive Council (%)	UNISON as a whole (%)
Do you identify as				
Female	58	(64)	58	77
Male	39	(35)	42	23
In another way	3			
Do you identify as				
Lesbian	42	(45)	Figures not available	Figures not available
Gay	30	(32)		
Bisexual	18	(16)		
Transgender	12	(6)		
Other		(-)		
Service group				
Local government	52	(45)	45	50
Health care	18	(16)	29	36
Higher education	15	(19)	4	3
Energy	3	(3)		1
Police & Justice	6	(10)	8	3
WET	-	(-)	4	1
Community	6	(16)	8	5
No Answer				
Sector				
Public	85	(77)	Information not available	84

Private	6	(6)		10
Voluntary	9	(16)		5
Occupational group				
Managers	21	(29)	Figures not available	Figures not available
Technical	3	(6)		
Professional	48	(42)		
Personal and caring services	3	(-)		
Administrators	6	(6)		
Clerical and secretarial	-	(3)		
Other non-manual	12	(6)		
Other manual	-	(-)		
Other occupation	6	(6)		
Subscription band (£ income)				
A – D (up to 11k)	6	(-)	16	Figures not available
E – G (11.01 – 20k)	18	(15)	20	
H – K (over 20k)	75	(84)	64	
In education	-	(-)		
Did not answer	-	(-)		
Hours per week				
35 or more	94	(84)	Figures not Available	Figures not available
30–34	-	(3)		
16–29	6	(10)		
Fewer than 16	-	(3)		
Age				
16–26	15	(3)	4	5
27–39	30	(26)	4	20
40–49	27	(45)	4	28
Over 50	27	(26)	88	40
Did not answer / not known	-	(-)	3	7
Black members	21	(29)	8	7
Disabled members	33	(42)	33	Figures not available

Monitoring for fair representation at 2015 UNISON LGBT conference

284 monitoring forms were returned representing 82% of delegates. The 2015 data is shown against data for the two previous LGBT conferences and 2016 UNISON national delegate conference. All figures are given as percentages. Because of rounding up/down, some questions unanswered and some questions having multiple answers, figures for each section do not necessarily total 100%.

	2015	2014	2013	UNISON NDC
Gender				
Female (women in UNISON)	47	48	43	61
Male (men in UNISON)	46	43	48	32
Other	1	-	-	
Do you identify as				
Lesbian	31	33	28	2
Gay	47	44	40	3
Bisexual	16	13	7	4
Transgender	6	7	5	1
Other			3	
Service group				
Local government	34	34	38	46
Health	29	28	22	32
Higher education	11	12	12	6
Energy	4	3	5	2
Police & Justice	9	11	10	4
Water, Environment and Transport	1	2	2	2
Community	6	6	8	4
Sector				
Public	82	79	78	85
Private	8	9	9	7
Voluntary	6	6	9	2

Occupational group				
Managers	18	19	17	9
Technical	4	4	4	7
Professional	37	32	37	28
Personal and caring services	7	9	8	13
Administrators	13	10	14	14
Clerical and secretarial	5	7	6	6
Other non-manual	4	4	4	5
Other manual	4	4	5	7
Other occupation	7	5	5	6
Subscription band				
A	1	1	2	1
B	1	1	1	1
C	2	2	1	2
D	1	1	1	3
E	2	2	4	4
F	6	6	5	10
G	12	13	12	15
H	21	20	15	18
I	18	22	19	15
J	9	12	17	13
K	18	15	16	10
In Education	1	-	-	1
Hours per week				
35 or more	80	84	84	73
30–34	4	5	2	7
16–29	10	3	5	10
Fewer than 16	1	3	2	2
Age				
16–26	6	5	4	3
27–39	26	25	23	9
40–49	29	34	38	21
Over 50	32	29	31	52

Black members	7	9	12	10
Disabled members	24	22	25	16
Activism at Branch level				
Branch chair	4	7	5	12
Branch secretary	5	5	6	24
Treasurer	4	5	6	8
Education co-ordinator	2	1	1	5
Equality officer	16	16	19	5
Health and safety officer	4	5	6	9
Communications officer	3	3	3	4
International officer	1	2	2	3
Young members officer	2	2	1	2
Steward	32	28	38	34
Other	25	24	18	27
Activism at regional level				
Council	15	18	17	27
Committee	14	12	17	23
Service group executive	6	7	8	11
SOG committee	20	24	29	6
Young members forum	2	1	1	2
Other	5	6	4	10
National level				
National executive council	1	2	2	4
Service group executive	4	3	4	7
SOG committee	10	12	12	4
Political fund committee	2	1	1	2
Other	1	3	3	6