



Final Agenda

TUC LGBT Conference 2012

Contents

5

Motions

- 1 Not all in it together
Amendment
- 2 Workplace prejudice
Amendment
Amendment
- 3 Supporting and protecting LGBT employment
- 4 Equality and diversity training
Amendment
- 5 Government action plans
Amendment
- 6 Unionised workplaces and ethical practice
- 7 Education and youth services funding cuts and LGBT equality
- 8 Standing Up For Standards
- 9 Homophobic bullying in schools and colleges
- 10 Homophobia and transphobia in schools
- 11 Celebrating our history, recognising our rights
- 12 Same-sex civil marriages and opposite-sex civil partnerships
Amendment
- 13 Representation of bisexual delegates
- 14 Supporting trans people in unions
- 15 Trans rights in Sweden: forced sterilisation
- 16 Violence against the transgender community in Latin America
- 17 Human rights for all LGBT people
- 18 LGBT rights in the Commonwealth countries
- 19 LGBT rights in Commonwealth countries
- 20 Challenging homophobia in developing countries, cutting foreign aid
Amendment

18 Guide for delegates and visitors

23 Constitution and Standing Orders

Section one

Motions

1 Not all in it together

Conference deplores the sustained and ideologically-driven attacks by the Westminster government on public services and public services workers, with the purported aim of economic recovery. Conference notes increasing evidence of how this is failing.

Conference condemns the prime minister's insulting claim that we are all in it together. The cuts impact on those who provide and use public services, with those who have least affected the worst. LGBT workers and services are particularly vulnerable. The bonus culture prevails amongst the super-rich and the multinational vultures pick over our treasured public services, while employment and trade union rights are eroded.

Conference notes that even amongst LGBT people, we are not all in it together. Bi and trans people, LGBT women, low-paid or job-seeking, Black, disabled, young and older LGBT people can face particular hardship.

Conference calls on the TUC and affiliates to:

- i) continue to fight the ideological onslaught on employment rights and public services and promote alternative economic strategies
- ii) highlight the vital importance of LGBT services and the impact of cuts on LGBT workers and service users
- iii) ensure the voices, concerns and diverse experiences of LGBT members are reflected in all organising, negotiating, campaigning and resources.

UNISON

Amendment

Add new sub-paragraph after iii):

“iv) encourage involvement and support for anti-cuts campaigning groups such as Queers against the Cuts, Black Activists Rising Against the Cuts (BARAC), Disabled People Against the Cuts (DPAC) and Women Against the Cuts.”

GMB

Final Agenda

2 Workplace prejudice

Conference notes research showing that, in the current economic climate, verbal abuse aimed at LGBT workers is on the rise. Several studies have shown the link between previous recessions and a rise in discrimination and abuse in the workplace.

Conference notes that LGBT workers are often the target of abuse and discrimination because of their sexual orientation and or/gender identity. LGBT workers experience consistently higher levels of abuse and discrimination than their heterosexual and non-trans colleagues.

It can be difficult to prove that discrimination happens because of homophobic, biphobic and transphobic attitudes. LGBT workers employed by organisations which undervalue LGBT workers and tolerate a canteen culture of 'banter' are more likely to experience discrimination and abuse.

The role of union reps is vital. It can be difficult for LGBT workers experiencing discrimination to assert their rights. Reps need to be alert to the possibility of homophobic, biphobic and transphobic abuse and discrimination in their workplaces.

Conference calls on the TUC and affiliates to take account of the particular issues facing LGBT workers in relation to abuse and discrimination and to ensure that this continues to be highlighted in our work on this issue.

Union of Shop, Distributive and Allied Workers

Amendment

Add final paragraph:

“Conference also calls on the TUC to continue to campaign vigorously against the coalition government’s ideologically driven attacks on employment law and on access to justice through changes to the employment tribunal system, which will disproportionately affect LGBT workers.”

NASUWT

Amendment

Insert new paragraph 5:

“Union representatives/union equality representatives must be properly trained and equipped to recognise and support LGBT workers in tackling discrimination and promoting LGBT equality through the bargaining agenda.”

Add new paragraph at end:

“Conference also asks the TUC to allocate a half-day session on tackling LGBT discrimination/harassment at one of their regular Equality Officers

briefings. This should remain on future agendas in order to share best practice.”

Unite

3 Supporting and protecting LGBT employment

Conference calls upon the TUC to work with the government and employers to ensure our LGBT brothers and sisters are protected and supported in the current uncertain economic times as businesses look to drive through cost-saving efficiencies at the expense of job security; this strategy is highlighted in the financial sector, although it is universal.

Conference is concerned by the level of job losses in the finance industry, which continues to report heavy redundancy programmes, and asks for further support to be made available to the varying degrees of LGBT members that require additional help regaining long-term employment, especially in the more rural areas where hetero-normativity exists.

Where cost-cutting exists, conference also notes a rise in work-related stress, which impacts the LGBT community disproportionately as they may have found it more challenging to find gainful employment in the first instance. In light of recent events which saw the CEO of a leading high-street bank suffering with work-related stress, we ask the TUC to work with employers and other organisations to ensure positive role models exist for LGBT members to support their continued employment.

Accord

4 Equality and diversity training

Conference notes that in the current climate of public sector cuts and service erosion, equality and diversity good practice are under increasing attack. While some public sector employers offer top quality regular training to staff, others provide perfunctory training only. Conference is concerned that the weakening of the specific duties under the new Public Sector Equality Duty, and the impact of the coalition government’s proposed abolition of so-called “red-tape” legislation, may further impact on employers’ commitment to equality.

Conference notes that if policy makers, team leaders and managers are not adequately equipped with knowledge and fully trained in methods of assessing the needs of LGBT staff and service users, organisations will fail to provide for members of our community.

Conference calls on the TUC and all affiliates to campaign for:

Final Agenda

- i) mandatory, regular high quality equality training for all staff
- ii) trade union sides to be fully involved in the development of equality training policies, and in the content of training courses
- iii) designated officers within organisations to be granted sufficient status and authority to be able to ensure that equality policies, including training policies, are upheld.

Chartered Society of Physiotherapy

Amendment

Add new sub-paragraph at end:

“iv) ‘out at work’ support, particularly for employees who work with at risk groups, children and young people.”

Community

5 Government action plans

Conference is quite rightly concerned over government cuts that affect the lives of LGBT people; it nevertheless welcomes the government’s action plan *Working for Lesbian, Gay, Bisexual and Transgender Equality: Moving Forward* published in March 2011 and the complementary *Advancing Transgender Equality: a plan for action* published in December 2011.

Both action plans recognise that LGBT people face discrimination and harassment in the labour market and in the workplace but neither document mentions the crucial role of trade unions in combating such discrimination. Conference therefore instructs the TUC LGBT Committee to press the government to do more to encourage employers to work with their recognised trade unions in eradicating discrimination and harassment against their LGBT employees and working towards safe and welcoming workplaces. Specifically, government should:

- i) ensure that any good practice guidance for employers includes a positive recommendation to work with relevant trade unions
- ii) encourage employers to take a proactive approach to tackling homophobia, biphobia and transphobia in the workplace
- iii) raise awareness amongst all employers of the benefits to both the organisation and to employees of LGBT-friendly workplaces.

Prospect

Amendment

In paragraph 2, insert new second sentence:

“Many actions are currently unachievable such as tackling hate crime while cutting police services; tackling bullying while education is outsourced to private and faith schools; tackling trans unemployment while trans people are disproportionately affected by government-imposed redundancy programmes.”

Add new sub-paragraph:

“iv) desist from its programme of cuts and invest in our economy.”

UNISON

6 Unionised workplaces and ethical practice

Conference endorses the National Union of Journalists and NUJ members for their continued efforts to promote good practice covering LGBT and other equality issues.

NUJ members’ experience in unionised workplaces demonstrates that a trade union provides security so members and workers can raise concerns and challenge poor practice and poor management. Evidence presented to the Leveson Inquiry substantiates the NUJ’s position that journalism and journalistic practice are significantly more sensitive and responsible in unionised workplaces.

Conference instructs the TUC, in conjunction with the Federation of Entertainment Unions (FEU) and other media unions, to campaign to:

- i) raise awareness that NUJ members agree to uphold a code of conduct as a membership condition, that ethical journalism and collective strength within unionised workforces more effectively counter commercial and political pressures that insidiously encourage poor practice
- ii) promote union membership among all workers handling news and information (including PRs and website practitioners) to increase the quality and accountability of journalism (through joint memberships wherever available)
- iii) ensure that unions and any organisation concerned with ethical journalism should, to promote the principle of “union work for union members”, wherever possible deal with NUJ members.

The NUJ code of conduct is at: <http://nuj.org.uk/innerPagenuj.html?docid=174>

National Union of Journalists

Final Agenda

7 Education and youth services funding cuts and LGBT equality

Conference congratulates the TUC on its Equality Deficit conference, which highlighted the impact of the coalition government's policies on progress towards equality.

Conference condemns the extreme, far reaching education funding cuts and the rejection of the role of the local authority by the government.

Conference believes that reducing funding for education and youth services – and removing schools from local authority accountability structures – drastically reduces the opportunity to ensure that schools take meaningful action on LGBT equality for staff and students.

Conference demands that LGBT teenagers and young people should have an entitlement to excellent provision which meets their needs and therefore deplores the fact that specialist youth projects and sexual health services will disappear.

Conference is outraged that the increasing number of Academies and free schools directly reduce the ability of local authorities to promote robust, effective equality policies in schools and to educate schools about the equality duty and what it requires.

Conference instructs the TUC to:

- i) campaign vigorously against the escalating privatisation of the education service and the destruction of local authorities
- ii) highlight the impact of government cuts on services, education and provision for LGBT young people.

National Union of Teachers

8 Standing Up For Standards

Conference condemns the coalition government's ideological assault on state education and concerted attacks on the working conditions of teachers.

Conference notes with concern the results of the NASUWT's 2011 research on prejudice-related bullying and harassment, showing that 44 per cent of school anti-bullying policies made no reference to sexual orientation and that levels of bullying and harassment towards lesbian, gay and bisexual teachers increased significantly in the period 2007 to 2011.

Conference asserts that an attack on LGBT teachers is an attack on the education of children and young people.

Conference applauds action by affiliates in support of Standing Up For Standards and continuing to campaign for the rights of all teachers in terms of pay, pensions, working conditions and job security.

Conference calls on the TUC to work with affiliates highlighting the impact of these attacks on LGBT teachers and on children's education.

NASUWT

9 Homophobic bullying in schools and colleges

Conference notes the application to schools and colleges of the Education and Inspection Act 2006 and the Equality Act 2010, both of which in effect place a duty on the institution to combat homophobic bullying. Conference regrets the continuing reluctance of the leaders of many institutions to face this duty despite the availability of high quality guidance and exemplars of good practice and believes little progress has been made since the 2007 Stonewall report.

Conference believes that education leaders need more forceful persuasion and calls upon the TUC to work with the government and other agencies to seek levers against school and college leaders' resistance to compliance with this duty.

Association of Teachers and Lecturers

10 Homophobia and transphobia in schools

Homophobia and transphobia in schools and educational establishments is a stubborn problem that needs to be systematically targeted. Stonewall research shows that 65 per cent of young LGBT people experience bullying of this nature.

Recently, ambiguous comments by Education Secretary Michael Gove MP in reply to Brendan Barber's letter about 'anti-gay' material in schools will not have helped this situation. As James Asser, Co-Chair of LGBT Labour said, "Michael Gove has demonstrated a disappointing failure of leadership in protecting our schoolchildren from bigoted propaganda."

For those suffering from homophobic and transphobic bullying, a clear signal should be sent from this government that such behaviour will not be tolerated. For LGBT people who work with young people it also makes their workplace a more complex place to work.

Conference expresses its disappointment with Michael Gove and calls on the Education Secretary to be clear that his vision, policies and Department's practices are all aimed at making schools 'hate free'. Conference further calls

Final Agenda

on the TUC to continue work with unions representing those who work with children and young people so they can be 'out' at work and confident as professionals.

Community

11 Celebrating our history, recognising our rights

Lesbian, gay, bisexual and trans people within the trade union movement have a proud history of working together to achieve equality and make calls for liberation from hegemonic heteronormativity. We have also worked alongside others in solidarity with those fighting for rights in countries where there have been and continue to be few or none. Many lesbian, gay, bisexual, and trans people working for UK companies internationally are aware that the hard won rights may be endangered locally.

Conference calls on the LGBT committee to:

- i) build on the success of the LGBT History Month seminar 2012 by organising a similar event in 2013. This event should celebrate the diversity of histories and communities within the broad LGBT alliance with a point of focus being issues facing those working for UK organisations internationally, including international workers in the UK
- ii) facilitate development of resources addressing work within UK organisations in a broad international context, identifying LGBT rights and related organisational responsibilities
- iii) co-ordinate an e-mail newsheet for broad distribution containing activities that affiliate unions are undertaking for LGBT history month 2013
- iv) support the development of, and widely publicise a wallchart and accompanying online resource celebrating LGBT history.

University and College Union

12 Same-sex civil marriages and opposite-sex civil partnerships

In the light of the impending government consultations and legislation to allow gay marriage, the TUC LGBT Conference calls on the TUC's LGBT Committee to:

- i) support the campaign to end the twin bans on same-sex civil marriages and opposite-sex civil partnerships

- ii) urge the media to portray alternatives to the heteronormative model of marriage
- iii) encourage all educational establishments to celebrate not just academic achievement but also diversity, and reflect and validate the diversity of family units in which their pupils live.

Equity

Amendment

Replace existing sub-paragraph ii) with:

“ii) work with affiliated media unions to encourage the media to portray alternatives to the heteronormative model of marriage”

National Union of Journalists

13 Representation of bisexual delegates

Conference recognises the work undertaken around under-representation of bisexual people by the TUC LGBT Conference.

It also notes that it is the responsibility of individual unions to ensure their delegations are representative and inclusive towards bisexual people.

Conference feels it is time to take positive action to encourage better representation of bisexual delegates.

Conference therefore resolves to:

- i) propose that the TUC amend the composition of the TUC LGBT Committee to add an additional two seats for members who identify as bisexual
- ii) ensure that the first elections are called for the seats as soon as practicable.

GMB

14 Supporting trans people in unions

Due to the relative proportion of trans people in the population it is likely that trans membership of unions and their support groups is also low in terms of absolute numbers. This can lead to concerns over the role, status and activism of trans people within the union movement especially as research indicates that trans people are reticent about involvement in public life.

Final Agenda

In smaller unions this issue is likely to become more acute as trans people may be unaware of other trans people in their union and may therefore feel more isolated and unlikely to take an active union role.

Conference calls on the LGBT Committee to

- i) conduct research into the numbers of trans people in the union movement compared to the numbers in the workplace
- ii) consider establishing a TUC wide trans support and campaigning group to provide support, advice and training to trans people, especially to those who may consider themselves to be either the single trans member or who are one of a very small number within their union
- iii) provide further advice to unions to ensure that policies and documents reflect a truly trans perspective.

Napo

15 Trans rights in Sweden: forced sterilisation

Conference is appalled that a law that sees enforced sterilisation of trans people has been in place in Sweden since 1972.

Conference acknowledges the fact that most of the main parties in Sweden have expressed a wish to repeal this barbaric practice and it should be noted that the local Christian Democrat Party aligned with right-wing groups to ensure that the law remained in place.

Conference instructs the incoming TUC LGBT Committee to make it one of their strong campaign focuses for 2012 and beyond to lobby the Swedish government for the immediate and unconditional repeal of this terrible law, which is an awful abuse of trans-linked human rights.

Communication Workers' Union

16 Violence against the transgender community in Latin America

Conference is saddened to learn that transgender people in Latin American countries suffer stigma, discrimination, persecution and murder for being who they are.

Life is hard as a trans person in Latin America, many are forced to leave home at an early age and to seek employment in the sex industry. In Guatemala the average life expectancy for a trans person is just 25 years old.

Conference condemns the 168 murders of trans people in these countries during 2001. Most killed were sex workers and all murders were hate crimes motivated by transphobia.

In 2008 the Organisation of American States unanimously approved by a resolution on human rights, sexual orientation and gender identity; any violations committed against sexual minorities must be investigated and perpetrators brought to justice. Despite this, hate crimes against trans people continue to increase.

Conference calls on the TUC to:

- highlight the atrocities being faced by the trans community in Latin America to LGBT groups in the UK trade union movement
- build links with REDLACTRANS (the Latin America and Caribbean network of transgender people)
- write to the Organisation of American States asking that commitments made in the 2008 resolution are enforced with immediate effect.

ASLEF

17 Human rights for all LGBT people

Conference recognises some states continue to discriminate, persecute and execute LGBT people. Such political regimes cultivate intolerance, hatred and violence against minority groups. There have been high profile legislative regressions which directly violate the human rights of LGBT people, despite some nations being signatories of international human rights treaties.

The current fragile economic climate impacts detrimentally on the implementation of human rights agreements globally. The ConDem government threatens to withdraw and suspend foreign aid from anti-LGBT countries such as Uganda, Malawi and Ghana. Cameron has proclaimed they have “poor records on homosexual rights”. This creates alienation of LGBT people everywhere. It also diverts attention from our economic crisis caused by the government’s discriminatory austerity measures and bankers’ greed even though our own human rights record is not exemplary.

Conference applauds grassroots, campaigning and pressure groups who lobby their governments to review laws, policies and practices to secure and implement human rights commitments.

Conference calls for TUC LGBT Committee to:

- i) start a dialogue immediately with the Commonwealth Human Rights Unit (CHRU)

Final Agenda

- ii) press CHRU for a report by February 2013 on what is being done now and planned for the future to decriminalise sexuality and gender identity in Commonwealth countries.

Public and Commercial Services Union

18 LGBT rights in the Commonwealth countries

Conference is delighted to note that World Pride 2012 is to be hosted in London but recognises over 70 countries worldwide still criminalise same-sex relationships, where penalties for having a relationship can vary from a few years in jail, to life imprisonment or ultimately execution. Within the Commonwealth alone 42 of the 54 members have laws banning homosexual acts.

At the 2011 Commonwealth Heads of Government Meeting, Cameron raised the issue of gay rights and said those receiving UK aid should “adhere to proper human rights”. Also ending the bans on homosexuality was one of the recommendations of an internal report into the future of the Commonwealth.

But Cameron’s threat to withdraw aid only applies to one type of bilateral aid, “general budget support”, which means the overall amount of aid to any one country would not be reduced.

Conference calls on the TUC to campaign/lobby the government to redevelop its policy ensuring Commonwealth countries:

- i) decriminalise homosexuality and bisexuality
- ii) end persecution/murder of LGBT people and those perceived to be
- iii) provide real commitment to protect all citizens equally without prejudice.

These criteria should be extended with regards to aid arrangements with other countries, except during disasters/emergencies.

Unite

19 LGBT rights in Commonwealth countries

In this Diamond Jubilee year of celebration, Conference notes with concern that in at least 30 countries in the British Commonwealth, with our Queen as head of state, being openly LGBT can be a criminal offence; furthermore, Conference notes with extreme concern that a number of countries, most notably Uganda, have seen anti-LGBT legislation introduced and/or anti-LGBT rhetoric from their political leaders.

Conference resolves to call upon the TUC LGBT Committee, and the TUC General Council, to make strong representation to the Foreign & Commonwealth Office, to impress upon them the importance of using the United Kingdom's unique influence in Commonwealth countries to achieve progress in LGBT rights, and in particular to request that they provide detailed information as to how they propose to tackle LGBT rights abuses in Uganda, and other Commonwealth countries with overtly anti-LGBT legislation.

Transport Salaried Staffs' Association

20 Challenging homophobia in developing countries, cutting foreign aid

LGBT trade union members stand in solidarity with our brothers and sisters who suffer state - sponsored oppression based on their LGBT identity in countries around the world.

Conference welcomes Westminster's challenge to overseas governments who actively promote homophobic/transphobic policies.

Conference notes with concern the announcement by David Cameron that he intends to use the granting of overseas aid to these countries as a bargaining chip in challenging their human rights policies.

Conference believes that any reduction in aid would penalise the poorest and most vulnerable people in developing countries and significantly affect programmes aimed at famine prevention, provision of clean water education and health care.

International Development Minister, Andrew Mitchell, has stated that aid would be redirected away from those governments with poor human rights records to other bodies.

Conference calls on the TUC LGBT Committee to seek clarification as to how the government intends to continue to supply aid in developing countries and to who they would intend to grant redirected aid.

The Committee must encourage affiliate trade unions to get involved in the campaign to ensure aid is not denied to those who most need it and who excluded by virtue of policies beyond their control or influence.

The Fire Brigades' Union

Amendment

Last paragraph, line 2, insert "are" between the words 'who excluded'"

Fire Brigades' Union

Section two

Guide for delegates and visitors

Who attends the Lesbian, Gay, Bisexual and Transgender Conference?

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that the organisation has paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

- a) Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
- b) Affiliated organisations with between 20,000 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,000 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,000 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with between 500,000 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,000 members shall be entitled to be represented by a total of 30 delegates.

TUC Regional Councils, together with the larger Trades Union Councils, are also invited to send an observer. Observers sit together in a separate section on the floor of Conference next to the delegates, and are able to speak in any debate, but not allowed to vote.

Many unions and outside organisations also send visitors to the Conference for all or part of the proceedings. The visitors sit separately and are not entitled to participate in any of the business of the Conference. Also in attendance are journalists and TUC staff.

How long does the conference last?

The Conference lasts two days, running up to the Saturday of the LGBT Pride march and festival where possible. It opens at 11.00 on Thursday and closes at 18.00, with a break for lunch from 12.45 and 14.15; and opens at 9.30 on Friday and closes at 17.30, again with a break for lunch from 12.45 and 14.15.

Who is responsible for conference arrangements?

The Lesbian, Gay, Bisexual and Transgender Committee acts as the Conference Arrangements Committee.

Who chairs the conference?

The Conference is chaired by members of the Lesbian, Gay, Bisexual and Transgender Committee.

How is the committee elected?

The Lesbian, Gay, Bisexual and Transgender Committee is composed of members of the TUC General Council appointed by the General Council and of 22 members elected at the Lesbian, Gay, Bisexual and Transgender Conference. Each affiliated union is entitled to make one nomination for each of Section A (general), B (black members), C (disabled members), D (transgender members), and E (young members); and the nominee must be a delegate to the Conference.

All members of the Lesbian, Gay, Bisexual and Transgender Committee usually attend the Conference.

What does the conference discuss?

Each union is invited to submit one motion, of not more than 200 words, which must deal with one subject only. Motions are published in a preliminary agenda and unions are then invited to submit not more than one amendment, of not more than 60 words. A final agenda is then distributed to delegates.

Delegates' printed *Order of Business* indicates the Committee's attitude to each motion:

Support: In order to allow more time for delegates the Committee usually (but not always) waive their right to speak in a debate on a motion or amendment they support.

Support with Reservations: If necessary a Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.

TUC LGBT Conference 2012

Remit/Oppose: The Committee may ask remission of a motion before Conference. If the union will not agree to remit the motion a Committee member will speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak in order to make observations or points of explanation on a motion or amendment. In doing so the Committee member accepts collective responsibility on behalf of the Committee and does not represent a union or personal view.

A number of speakers of special relevance to the business of the Conference will address delegates at various times during the two days.

In addition, there is an informal plenary session during the Conference.

What about emergency motions?

Any union may submit an emergency motion for consideration by the Conference. Such a motion must be signed by the union's General Secretary and received by the TUC General Secretary not later than the morning of the day two days prior to the opening of Conference, and it must be accepted onto the agenda by at least two-thirds of delegates.

Motions to Congress

Delegates are able to vote for one resolution (ie one successful motion) of the Conference to go forward onto the agenda of the TUC Congress in September. (This could be a composite motion.)

Delegates receive a ballot paper listing all the motions to be debated. Each delegate is able to vote for the one motion they wish to see on the Congress agenda. The ballot papers will be counted at the end of the Conference and the result announced. The resolution with most votes becomes a motion to Congress. In the event of a tied vote, the LGBT Committee make the final decision at their meeting following Conference. (See next section.)

What happens to motions after the conference?

All motions carried (and now termed 'resolutions') or remitted form the basis of action by the Lesbian, Gay, Bisexual and Transgender Committee during the following twelve months. Resolutions are also considered by the General Council itself and TUC departments as part of the overall work of the TUC.

The resolution that the Conference voted onto the Congress agenda becomes the property of the union who moved the original motion. The union deals

with it on behalf of the Conference. For example, the union might take decisions about compositing or accepting amendments. The union will move the motion at Congress on behalf of the Conference.

How are the debates conducted?

The rules of debate may differ from those at some union conferences. These are some of the main points:

- a) *Moving and seconding a motion* – a mover of a motion may speak for up to six minutes. The seconder is allowed three minutes, although a motion can be formally seconded.
- b) *Debate and right of reply* – subsequent speakers on the motion are allowed three minutes. A delegate is not normally able to speak more than once in any debate unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed three minutes to reply to the discussion on the motion but no new issues may be introduced into this reply.
- c) *Moving an amendment* – the proposer of an amendment is called to speak immediately after the seconder of the motion. Like a motion, an amendment has to be seconded or it falls. Further amendments are called in their order on the agenda. However, delegates moving amendments have no right of reply.
- d) *Voting* – delegates must remain in their seats during a vote. Voting is by a show of hands and all delegates are entitled to one vote. There are no union block votes and no card votes. It is the Chair's responsibility to call the result of the vote. However, four tellers are appointed at the start of Conference to count the hands raised in the event of a close vote.
- e) *Points of order* – delegates can raise points of order on the conduct or procedure of the debates.
- f) *Chair's ruling* – the Chair's ruling is final.
- g) *Standing orders* – the Standing Orders for the Conference can only be suspended if agreed by at least two-thirds of delegates to the Conference who are present and voting.
- h) *Speaking on a Report paragraph* - the Chair calls each paragraph in the Report in turn, and any delegate may intervene to make a point on that paragraph. Again, up to three minutes are allowed. A member of the Committee will usually then reply.
- i) *Timing of speeches* – it is important for delegates strictly to observe speaking time limits. If business over-runs allocated time it may be

TUC LGBT Conference 2012

necessary during the course of Conference to reduce speaking times. This requires a two-thirds majority on a vote to suspend standing orders.

Report of the TUC Lesbian, Gay, Bisexual and Transgender Committee

As well as discussing motions, the Conference receives the Report of the TUC Lesbian, Gay, Bisexual and Transgender Committee, which reports the work of the Committee over the past year, including the implementation of resolutions from the previous Conference. Each paragraph is listed on the printed Order of Business distributed to delegates and the Conference proceeds paragraph by paragraph through the Report. Delegates are entitled to question the Committee on the issues contained in any paragraph when the number of that paragraph is called by the Chair.

Motions are ordered to correspond to the subjects of the paragraphs in the Report. The place of a paragraph or motion on the agenda is no reflection on the importance or priority of its content.

What happens in the evenings?

A reception has been organised by a number of affiliated unions for Thursday evening. There is an invitation in your Conference wallet.

What other facilities and events are provided?

TUC publications together with a broad selection of books covering trade union and lgbt issues are on sale at the Conference bookstall and there is an exhibition with stalls from a number of lgbt organisations.

Some bodies also hold fringe meetings to which delegates and visitors are invited. Whilst these are an accepted feature of the Conference, the TUC is not able to publicise them formally or assist in their organisation. However, the TUC circulates an informal list of such fringe events as they are notified to the TUC office

Section three

Constitution and Standing Orders

Constitution

1 Title and purpose of the conference

The title of the Conference is the TUC Lesbian, Gay, Bisexual and Transgender Conference and its purposes are to:

- a) encourage lesbians, gay men, bisexuals and transgender working people to play a full and active role in the trade union movement; and
- b) advise the TUC General Council on issues of concern to lesbian, gay, bisexual and transgender working people.

2 Date of conference

The Conference meets annually for two days in July, unless otherwise decided by the TUC Lesbian, Gay, Bisexual and Transgender Committee.

3 Basis of representation

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that the organisation has paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

- a) Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
- b) Affiliated organisations with between 20,000 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,000 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,000 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with between 500,000 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.

TUC LGBT Conference

- f) Affiliated organisations with over 1,000,000 members shall be entitled to be represented by a total of 30 delegates.

4 The Lesbian, Gay, Bisexual and Transgender Committee

- a) *General Council representation* General Council members of the Committee are appointed by the General Council.

- b) *Elected members*

There are 22 elected members of the Committee. Each affiliated union is entitled to nominate one candidate for each of Section A (general), B (black members), C (disabled members), D (transgender members) and E (young members). No candidate shall be eligible for election unless s/he is a delegate to Conference from her/his union. If a nominee is unable to attend the Conference, the nomination will only stand if the reason for non-attendance is acceptable to the Committee.

Voting shall be by ballot. Each trade union delegate attending the Conference has 22 votes, not more than one vote being given to any one nominee.

Any elected member of the Committee who during the year ceases to be the official representative of their nominating union will cease to be a member of the Committee.

Should a vacancy occur during the year among the elected seats, the runner-up in the election at the previous Conference will be invited to fill it.

- c) *Conference Arrangements Committee*

The Lesbian, Gay, Bisexual and Transgender Committee will act as the Conference Arrangements Committee.

5 Motions

- a) Motions for the Conference agenda must be signed by the General Secretary of the union sending them and must reach the General Secretary of the TUC at least ten weeks before the date fixed for the Conference.
- b) Each affiliated union is allowed one motion, of not more than 200 words, which should deal with one subject only. The Lesbian, Gay, Bisexual and Transgender Committee, acting in their capacity as Conference Arrangements Committee, will draw to the General Council's attention any motion they consider does not comply with this requirement and the General Council will decide whether or not they are eligible for inclusion in the agenda. The decision of the General Council shall be final.

- c) The motions included in the preliminary agenda are sent to each union as soon as possible after the closing date for their submission. The order in which subjects will be discussed is decided by the Lesbian, Gay, Bisexual and Transgender Committee acting as the Conference Arrangements Committee.
- d) Each affiliated union is allowed one amendment, of not more than 60 words. All amendments to motions must reach the TUC General Secretary by a date to be decided by the Lesbian, Gay, Bisexual and Transgender Committee. Such amendments must be signed by the General Secretaries of the unions submitting them.
- e) Notwithstanding the above provisions, the Committee may submit emergency motions. Additionally, any union may, subject to the approval of the Committee, be permitted to submit an emergency motion for consideration of the delegates to the Conference. No such permission will, however, be granted unless:
 - i) such an emergency motion is received, signed by the union General Secretary, by the TUC General Secretary not later than the morning of the day two days prior to the opening of the Conference; and
 - ii) at least two-thirds of the delegates agree to its inclusion on the agenda.
- f) In making arrangements for the Conference, the Committee has authority to take any steps considered necessary to cooperate with the unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Failure to comply with the Committee's arrangements may involve a union's motion being deleted from the final agenda.
- g) Delegates will select, by secret ballot, one resolution of the Conference to go forward on to the agenda of the succeeding TUC Congress.

Standing Orders

6 Hours of the Conference

The Conference assembles at 11.00 and closes at 18.00 on Thursday. It reassembles at 09.30 on Friday and closes at 17.30. Lunch times are 12.45 to 14.15 on Thursday, and from 12.45 to 14.15 on Friday.

TUC LGBT Conference

7 Conference Chair

The Chair of the Conference rotates amongst the members of the Lesbian, Gay, Bisexual and Transgender Committee.

8 Business of the Conference

The Conference considers the motions and amendments. There will also be an informal session. The agenda is sent to delegates not later than two weeks prior to the Conference.

9 Appointment of scrutineers and tellers

The delegates appoint four tellers at the start of the Conference.

10 Limitation of speakers

Six minutes are allowed for the movers of a motion and three minutes for each subsequent speaker. Speeches on behalf of the Committee are limited to six minutes unless otherwise agreed by the Conference. The Chair's address should be no longer than fifteen minutes. Guest speakers should not speak longer than the Chair.

A delegate may not speak more than once on any question unless permission to do so, on a point of order or explanation, is given by the Chair.

The mover may be allowed three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.

Delegates vote on the motion immediately the mover has replied.

11 Closure

The Previous question, Next business, or the Closure of the debate may be moved and seconded only by those delegates who have not previously spoken during the debate and there shall be no speeches on such motions. Should the Closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 10.

12 Voting

The method of voting at the Conference on all matters except the election of representatives to serve on the LGBT Committee, and the selection of one resolution to go forward onto the agenda of Congress, shall be by a show of

hands. The Chair will order votes to be counted by tellers where the result of a show of hands is not clear.

13 Suspension of Standing Orders

Standing Orders may be suspended only if agreed by at least two-thirds of delegates to the Conference who are present and voting.

14 Chair's ruling

The Chair's ruling on all matters shall be final.

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Enquiries concerning the TUC LGBT Conference 2012 should be directed to the TUC Equality and Employment Rights Department on 020 7467 1260

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