

# Securing progressive LGBT+ workplace policies

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TUC

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What is the current context around LGBT+ people and workers rights?

Why is this an issue?



# The context



# Supreme Court Ruling – Biological sex



# TUC LGBT+ research



# The Facts - LGBT+ People in the Economy 2024



Cost of living: One in four (26%) had struggled to earn enough to afford their basic living costs with one in five (20%) having to work two or more jobs for financial reasons.



Working hours: Just under one in five (19%) had experienced the hours that they worked being changed at short notice and over three in 20 (16%) had worked on a contract where their employer didn't guarantee any hours of work (sometimes known as a zero-hours contract) with the same amount (16%) telling us they had not been given adequate hours of work.

# The Facts - Bullying, Harassment and Discrimination 2024



# The Facts - Bullying, Harassment and Discrimination 2024



# The Facts - LGBT+ Workplace Experiences 2023

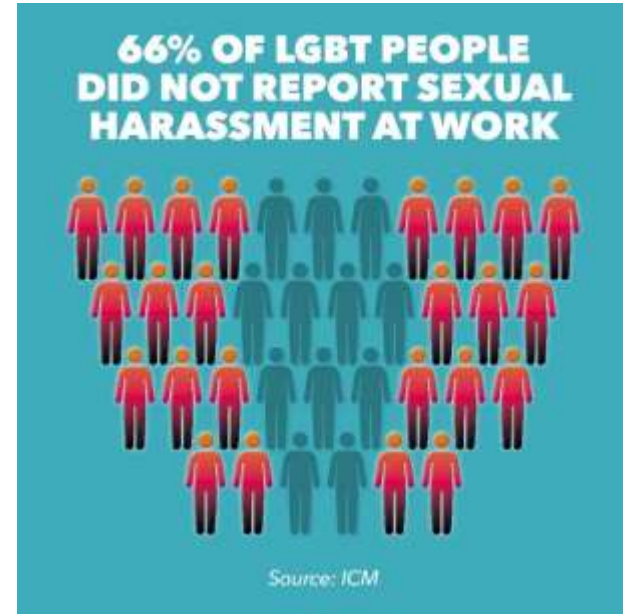
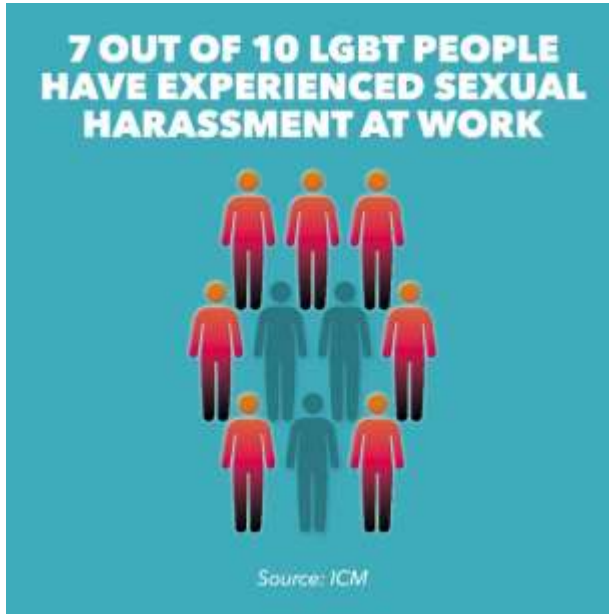
*"But the biphobia [I've experienced at work] is nothing compared to what my trans and non-binary colleagues experience. As an equalities rep, I've supported a lot of people. Someone who was referred to as "it" in the office by colleagues." Ella, work coach*

*"The big problem for me is the false equivalence that comes from the media at the moment. Not enough people in my workplace understand that equality on the basis of gender identity is a legally protected right. There's this sense - well if Susan thinks I'm a man, then her right to call me a man is protected. This - there's 'two sides to the debate' thing." Cathy, civil servant*

# The Facts - Being LGBT+ at Work 2023 - Trans experiences

"I would never be open about my identity as a trans woman in a recruitment process. Never have been in 25 years, but I definitely wouldn't be in the current climate. Absolutely never in an interview... If I can hide my identity, I definitely will."  
Jess, civil servant.

# The Facts – LGBT Sexual Harassment 2019



# The Facts – LGBT Sexual Harassment 2019



# If Straight People Were Minority at work?



# What are your reflections? (10 min's)





# Creating inclusive cultures



“You set and change culture in so many ways. I see customers eyeing up the staff on the tills. If they see someone presenting as LGBT+, as something they’re not comfortable with, they try to switch queues. I’m looking for it because my teams tell me it happens. So when I see it - I go up to them, I’m very clear and polite - you go to the next available cashier. If the customer refuses I say - sorry you’ll have to go to the back of the queue. That’s how you set culture - small things, very consistent.” Sandra, retail

# Creating inclusive cultures

## What an inclusive culture and practice looks and feels like:

- Consistent and swift action taken against bullying and harassment.
- Clear statements from management setting out support of the LGBT+ community.
- Representation - a workplace where a lot of people are able to be out creates a virtuous cycle where more people may feel comfortable coming out.
- A culture of openness, where it is okay to ask questions respectfully, rather than allowing a build-up of fear and misunderstanding
- Space for diversity and inclusion initiatives, working closely with trade unions - such as LGBT+ networks sponsored by senior individuals, talks and trainings delivered by people with a range of identities.
- Proactive space given to gender inclusivity: eg having the option of 'Mx' title on systems and forms options to share pronouns.

# Recommendations

Employers should work closely with trade unions towards greater LGBT+ inclusion in the workplace, by introducing and improving inclusive policies and practices.

Regularly review workplace policies and how they are experienced on the ground by LGBT+ workers and customers/service users. Proactively gather feedback from diversity and inclusion networks and trade unions, as well as experts from LGBT+ charities and community organisations, to identify gaps.

Take action to make sure that appropriate workplace policies translate into an inclusive culture. Provide training and information about LGBT+ issues and identities. Ensure that staff and managers can identify homophobia, biphobia and transphobia when it occurs, and work with unions to design safe reporting systems.

Make sure that senior staff are equipped to set a clear culture of inclusivity from the top, and quickly and effectively stamp out bullying, harassment and discrimination.

Monitor and publish the LGBT+ pay gap in your organisation, and set an action plan for how to tackle gaps and support LGBT+ staff to progress through your organisation.

Review recruitment processes and introduce steps to support LGBT+ staff to thrive, such as training for hiring managers, and providing information to candidates about the employer's commitment to inclusion.

# TUC Resources



# TUC support for LGBT+ Workers

## TUC Guidance

- How to be a Good Trans Ally at work
- Supporting Non-Binary workers
- Transphobic hate incidents and crimes
- LGBT+ inclusive apprenticeships
- TU4TNBR Network

# Resources

- Preventing Sexual Harassment - <https://www.tuc.org.uk/resource/preventing-sexual-harassment>
- Transphobic hate incidents and crimes - <https://www.tuc.org.uk/resource/transphobic-hate-incidents-and-crimes>
- Supporting non-binary workers - <https://www.tuc.org.uk/resource/supporting-non-binary-workers-0>
- LGBT+ inclusive apprenticeships - <https://www.tuc.org.uk/LGBTapprenticeships>
- How to be a good trans ally at work - <https://www.tuc.org.uk/resource/how-be-good-trans-ally-work>
- Protection from Sexual Harassment for LGBT+ Workers - Know Your Rights booklet  
[https://www.tuc.org.uk/sites/default/files/2023-10/Protection From Sexual Harassment 2019 LGBT%2B.pdf](https://www.tuc.org.uk/sites/default/files/2023-10/Protection%20From%20Sexual%20Harassment%202019%20LGBT%2B.pdf)

# TUC support for LGBT+ Workers

Anti-Far Right work



&

TU4TNBR Alliance



The logo consists of the letters 'TUC' in a bold, sans-serif font. Each letter is white with a light blue gradient and features a white arrow pointing in a specific direction: the 'T' points up, the 'U' points down, and the 'C' points right.

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