



# AGENDA

TUC LGBT Conference 2017

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# Motions

## 1 LGBT+ rights and Brexit

Conference notes that 2017 marks the 50th anniversary of the Royal Assent being given to the Sexual Offences Act 1967, which partially decriminalised homosexuality in England and Wales.

Conference commends the work done by the Campaign for Homosexual Equality and subsequent organisations including the trade union movement to ensure LGBT+ rights since then.

Conference notes more LGBT+ rights have been won in subsequent years, including that of the equal age of consent, equal marriage, pensions, trans rights, repeal of Section 28, employment rights, to name a few.

Conference notes there is still homophobia and transphobia in Britain, with a reported homophobic hate crime increase of over 147% since the Brexit vote. We recognise that the UK has led the way in many LGBT+ rights across the EU and fear that some of these rights could be vulnerable for the UK and neighbouring European countries once the UK leaves the EU.

We therefore call on the TUC LGBT+ committee to continue to work with other TUC equality organisations and structures to ensure that equality and human rights does not fall off the agenda during the Brexit negotiations

### **Unite**

#### **Amendment**

Add to the end of last paragraph:

"Furthermore we call on the TUC to work with trade union confederations in the EU and their members for safeguarding LGBT+ rights which are increasingly under threat."

### **National Union of Journalists**

#### **Amendment**

Add the following paragraph 6:

"In particular we call on the Government to ensure that equality protection is embedded at each milestone of the Brexit negotiations and that the Government should include a clause in the Great Repeal Bill that makes an explicit commitment to maintain the current levels of equalities protection when EU law is transposed into UK law."

### **Prospect**

## 2 Supporting LGBT+ workers' rights and Brexit

Conference is concerned about the lack of clarity faced by UK workers who are from various parts of the EU and their partners. It is with concern that we note disparities across Europe in recognising same-sex relationships across Europe. Whilst relationships made within the EU are covered by EU agreements this does not stretch to recognising the legal standing of same-sex relationships registered outside the EU. With the UK leaving the EU there comes uncertainty for a number of LGBT+ people. This is most significant for those from countries that do not legally recognise same-sex relationships and in some cases have very poor records regarding LGBT+ rights. Some partners may face separation and going to countries outside Europe where homosexuality is punishable by prison or death. Conference calls on TUC LGBT+ committee to:

- i) produce and widely distribute a briefing about legal rights of LGBT+ people including the nature of recognising rights and relationships across European countries
- ii) work with ILGA Europe, Transgender Europe, LGBT History Month and other European partners to promote the rights of LGBT+ people including recognition of same sex relationships and the role of the labour movement in the struggle for rights
- iii) include LGBT+ issues clearly within all work around Brexit.

### **University and College Union**

## 3 Solidarity for LGBT+ equality

Conference notes increasing hardship and marginalisation facing LGBT+ workers. Public services are reeling from Tory cuts, impacting on workers and service users. Racism, xenophobia and anti-immigrant bias in EU referendum campaigning and lies about future public service investment is linked to increased racism and hate incidents. This fed the fears of disenfranchised communities – many traditional Labour supporters – facing declining living standards and the brunt of cuts. The LGBT+ impact of cuts is laid bare in 2016 NatCen research for UNISON.

Conference believes that values of solidarity, equality, justice and hope are our strength against fear and division. The answer to disenfranchisement and declining living standards is better pay, public service investment and stronger employment protections, not a low tax, low investment economy.

Solidarity knows no borders. In or out of the EU, we are internationalists. Our LGBT+ workers rights campaigns are global campaigns.

Conference calls on the TUC LGBT+ committee to:

- i) promote solidarity, challenging the politics of hate
- ii) publicise the LGBT+ impact of cuts and the value of LGBT+ public services

- iii) take opportunities to develop global LGBT+ work, including the new ETUC LGBTQI\* network and LGBT+ preparations for the 2018 Commonwealth Heads of Government Meeting.

## **UNISON**

### **Amendment**

Insert at end of paragraph 3:

"Conference notes the important work of Rainbow International in supporting LGBT+ rights activists working in countries where lesbian, gay, bisexual LGBT+ and transgender people are criminalised and face persecution."

Insert at end:

"iv) affiliate to Rainbow International and encourage TU affiliates to do likewise."

## **RMT**

## **4 LGBT+ citizens rights in the Commonwealth**

Conference notes that homosexual activity and other forms of sexual orientation, gender identity and expression remains a criminal offence in 36 of the 52 Commonwealth states, some maintaining the death penalty.

Conference notes that this denial of human rights is the poisonous lasting legacy of the British Empire. In most cases, it was former colonial administrators that established anti-gay legislation during the 19th century.

The majority of countries then retained these laws following independence.

Conference notes that when Baroness Scotland was first appointed as Secretary General of the Commonwealth in April 2016, it was reported that she would use the first two years of her tenure persuading the member states to decriminalise homosexuality.

Conference calls on the TUC LGBT+ Workers' Committee to work with and support Baroness Scotland to:

- i) remind all Commonwealth countries that they are "...committed to the Universal Declaration of Human Rights...committed to equality and respect...for all without discrimination on any grounds.... these rights are universal, indivisible, interdependent and interrelated and cannot be implemented selectively."
- ii) make the rights of LGBT+ citizens in the Commonwealth an agreed area of work at the next Commonwealth Heads of Government Meeting which will take place in the UK in 2018.

## **RMT**

## 5 Infringement of LGBT+ rights

Conference notes the election of Donald Trump as President of the USA and his campaign commitments to anti-working class economic and social policies. Since his inauguration we have seen threats to LGBT+ freedoms and rights including:-

- i) announcements that he will roll back LGBT+ anti-discrimination legislation
- ii) the appointment of a socially conservative Supreme Court Judge
- iii) the questioning of the right to same sex marriage and other restrictions on family freedoms in the name of 'Christian Values'
- iv) the establishment of a hierarchy of rights on goods and services with LGBT+ people at the bottom.

Conference calls upon the TUC to campaign with unions in the USA and worldwide to resist Trump's socially reactionary agenda on LGBT+ rights.

### **Communication Workers Union**

## 6 Conversion therapy

Conference is extremely concerned at the high profile roles being taken within the new US administration by politicians who have refused to condemn conversion therapy, such as Mike Pence and Ken Blackwell.

Conversion or "reparative" therapy is aimed at "curing" people of feelings of attraction to members of the same sex. Similar techniques have been used on trans individuals to "restore" them to their presenting birth gender. This has been wholly discredited as harmful and unethical in the UK and is banned in five states in the USA.

The use of shame, verbal abuse and aversion therapy, particularly with young people, can have a profound and long lasting impact on people's lives leading to depression, feelings of isolation, fear and self-loathing.

We call upon conference and TUC affiliates to:

- i) promote the UK Memorandum of Understanding on Conversion Therapy signed by sixteen leading organisations such as the Royal College of Psychiatrists, NHS England and Relate.
- ii) lobby for conversion therapy to be made illegal in the UK
- iii) affiliate to Stonewall to support their work on LGBT+ rights
- iv) make contact with trade union LGBT+ networks in the US and support them campaigning against attacks on LGBT+ rights.

### **Chartered Society of Physiotherapy**

## **Amendment**

Replace "Affiliate to Stonewall to support their work on LGBT rights" with "Support the work of Stonewall in campaigning against conversion therapy".

### **Chartered Society of Physiotherapy**

## **7 Supporting LGBT+ workers overseas**

Research by the International Federation of Actors (FIA) last year highlighted the prevalence of discrimination experienced by LGBT+ actors and performers worldwide. 13 acting unions took part including Equity and other acting unions across Europe, Turkey, US, Canada and Australia.

Only two thirds of Equity LGBT+ members who responded are out to the industry and almost one in five members reported experiencing some form of discrimination.

Despite progress over time, still only 60 countries internationally have any form of legal protection for LGBT+ people at work.

Our members routinely work and study overseas – including hostile jurisdictions for LGBT+ people - and the level of their safety and protection varies significantly depending on the employer or academic institution.

We call on Conference to compile an online resource for LGBT+ workers overseas which provides information on rights and advice for LGBT+ people working and studying abroad. This could also offer LGBT+ workers the facility to feed in and report their positive and negative experiences of working and studying in those locations – providing an increasing (and self-sustaining) source of information which other LGBT+ workers can use to inform their decisions on where they work and study.

### **Equity**

## **8 LGBTI hate crime**

Conference deplores the dramatic rise in all forms of hate crime, particularly those incidents motivated by homophobic, biphobic and transphobic prejudice and hatred during and following the UK's 2016 Referendum on membership of the EU.

Conference further deplores the failure of government and administrations to monitor all hate-related incidents in schools and colleges or to offer any effective training, advice or guidance to protect staff and pupils/students.

Conference calls upon the TUC to:

- i) challenge homophobic, biphobic, transphobic and other gender identity prejudice and hatred in schools, colleges and wider society
- ii) press governments and administrations to introduce appropriate measures to record and monitor all hate-related incidents in schools and colleges
- iii) lobby governments and administrations to ensure that schools, colleges and all public sector employers comply fully with the Public Sector Equality Duties under the Equality Act 2010.

## **NASUWT**

## **9 Put an end to hate crimes**

A hate crime is an action that the victim or any other person perceives to be motivated by hostility or prejudice towards any aspect of a person's identity. Despite many gains for the LGBT+ community in recent years there is still too many stories in the media of people attacked or discriminated against because of their sexuality. Too many stories of young people taking their own lives through phobic bullying.

We need to educate our young people to ensure that it is unacceptable to attack or abuse people because of their sexuality. We must ensure that they have the confidence and resources to challenge such abuse wherever it occurs. We must ensure that LGBT+ people are confident that they can go about their daily lives without the fear of abuse.

Conference calls on the TUC to:

- i) urge government to ensure mandatory PSHE education is in the curriculum for all schools
- ii) provide the tools and resources to challenge LGBT+ abuse wherever it occurs

## **Association of Teachers and Lecturers**

## **10 LGBT+ rights past, present and future**

LGBT History Month and Schools Out UK campaign for greater awareness and understanding of the discrimination LGBT+ people have experienced to change mind sets and beliefs, particularly in schools and colleges. The theme for February's LGBT History Month 2017 is Law, Citizenship and Personal, Social, Health and Economic Education (PSHE). This is to enable us to acknowledge the 50th anniversary of the partial decriminalisation of homosexuality in England and Wales and explore the human rights of the diversity of the LGBT+ community.

In view of the fact that many reforms have resulted from Britain's membership of the EU and its commitment to human rights, it is important when Britain formally exits the EU and even before that young people in Britain, regardless of their background, faith or beliefs,

still learn about the contributions made by LGBT+ people. It is also important that they see the commitment of government and public bodies towards LGBT+ people as part of the basic entitlement of human rights.

Conference calls on the TUC to support all efforts to maintain Citizenship and Personal, Social, Health and Economic Education (PSHE) in schools that includes giving young people a good, sound appreciation and understanding of LGBT+ rights.

## **FDA**

## **11 Rights, respect and sex and relationships education**

Conference calls on the TUC to support the campaign for inclusive statutory SRE and to campaign for the rights of LGBT+ young people to be fully included in this part of the curriculum.

Conference recognises the crucial potential of sex and relationships education to enable LGBT+ young people to maintain and develop high self-esteem and form mutually respectful and healthy relationships with others, as children and as adults.

Conference knows that many LGBT+ students' lived experiences are not reflected in the current SRE curriculum.

Conference agrees that the current content of the SRE curriculum and the invisibility of LGBT+ people within it impacts on all students, whether they identify as LGBT+ or not.

Young people need high quality knowledge and skills around online safety, consent, sexual health and harassment to prepare them for life and work.

The Children and Social Work Bill highlights the importance of SRE; but significant religious exemptions may give rise to a backdoor section 28.

To demonstrate the high status of this vital subject Conference calls on the TUC to actively campaign for a statutory sex and relationships curriculum which:

- i) is enriching, inclusive and relevant to all students
- ii) is adequately resourced
- iii) includes appropriate staff training.

## **National Union of Teachers**

## **12 Government support for young LGBT+ workers**

Conference notes research from Young Minds that states 44% of young LGBT+ people have considered suicide.

Conference notes the recent announcement by the prime minister that seeks to address issues for young people suffering with mental health in schools and communities.

Conference believes that the announced package omits any targeted or concentrated support for young LGBT+ workers which is desperately needed. Conference believes that the government should still show strong support for the Child and Adolescence Mental Health Services (CAMHS).

Conference calls on the TUC Congress to:

- i) campaign for inclusion of LGBT+ workers in the government's package of mental health support
- ii) work with organisations such as Stonewall and Mind who already do excellent work for young LGBT+ people in workplaces
- iii) work with the government to ensure a joined up approach with CAMHS to ensure that young LGBT+ workers are able to access specialist support as soon as possible.

### **Community**

### **Amendment**

Replace line: "Conference calls on the TUC Congress to" with "Conference calls on the TUC LGBT+ Committee to:".

### **Community**

## **13 LGBT+ mental health inequality**

Recent research suggests that you are three times more likely to suffer from mental ill health than the general public if you're LGBT+ and working in the arts.

Despite this, "generalist" services are failing to meet current needs of LGBT+ people. Without specialist support LGBT+ people will continue to experience mental health inequality, stigma and discrimination.

Conference asks the TUC LGBT+ Committee to lobby government and the NHS to ensure:

- i) an increased proportion of funding is allocated to providers of mental health support services to help rebalance efforts towards prevention of mental ill health and building resilience
- ii) LGBT+ people and the organisations that represent them are involved in the development and provision of mental health services
- iii) improve equality and diversity training for representatives from across the health and social care services and primary care staff, including frontline staff so they are more LGBT+ friendly

- iv) that the importance of LGBT+ awareness is enforced across the wider policy spectrum including housing, crime and policing, transport, and employment, to enable joined-up policy making which can respond to LGBT+ people's needs.

## **Musicians Union**

## **14 Everyone has mental health**

Poor mental health disproportionately impacts on LGB and T citizens, particularly young LGBT+ members and those coming out at any point in life, but not exclusively then as growing numbers of hate crime incidents can leave long term impacts on our mental health.

TUC can take a lead in normalising, not stigmatising, mental health issues for LGBT+ workers and by extension, the whole community or the whole LGBT+ community. Working with key stakeholders such as GALOP, Stonewall and grassroots networks in regions and devolved nations, to produce a 'Mental Health First Aid Kit' for LGBT+ workers. The TUC LGBT+ committee to determine the format, but to develop the tool for launch at TUC LGBT+ Conference 2018.

## **Public and Commercial Services Union**

### **Amendment**

At the end of para 1 add:

"This is exacerbated by austerity.

"At work, staff shortages, redundancy fears and stressful reorganisations add to pressures. Cuts deprive people of resources they rely on for their well-being. Mental health services are disappearing. Mental health is a workplace issue: unions have a key role in negotiating good workplace policies and practice."

## **UNISON**

## **15 LGBT+ access to mental health service**

The BDA is concerned that mental Health Trusts in England are facing serious, real terms budget cuts, with 40 per cent of the 58 trusts experiencing cuts in 2015/16. Funding of CAHMS is particularly worrying with 25 CCGs planning to spend less than £25 per head and 10 less than £10 per head.

Registered dietitians provide crucial services to patients with eating disorders and other mental health conditions. Recent studies show that gay men have increased weight dissatisfaction, anorexic and bulimic symptoms and may consider appearance to be critical to their sense of self. Research suggests that LGB people have a high risk of mental

disorders including addiction, thoughts of suicide and self-harm. Transgender adults may be at increased risk of eating disorders so screening and early recognition of disordered eating are critical in youth.

Since this Government came to power, almost 5000 mental health nurses and over 1000 mental health beds have been cut. This crisis is likely to worsen as much of the recently announced funding is being used to prop up other services.

Conference calls upon the LGBT+ committee to mount a campaign highlighting the effect of these cuts on LGBT+ people and demanding an increase in funding

### **British Dietetic Association**

## **16 London Pride, reclaiming our heritage**

The TUC LGBT+ Conference condemns efforts by factions of the Pride Board to undermine the profile and presence of LGBT+ Trade Union members who participate in this event.

The origins of Pride come from activists, many of whom were and are trade unionists, who took the brave steps to march and be visible. The event began as a Gay Pride protest but has moved to being a celebration of gay identity and whilst we should celebrate who we are, our LGBT+ community still must fight to achieve acceptance and inclusion as well defending progress from those who want to turn back the clock.

Conference calls on the TUC LGBT+ Committee to form a working group to look at ways we can improve and retake our rightful place at Pride. In order to achieve this, consideration must be taken on reclassifying Pride as a protest, consultation with City Hall on improving sponsorship and the role of corporate sponsorship in determining entitlement to engagement in a community event.

Conference calls on the LGBT+ Committee to report back their findings and any recommendations to Conference 2018.

### **Fire Brigades Union**

#### **Amendment**

Insert after para 3:

"Pride events should be "not for profit" organisations, and invest back into the LGBT+ community. Pride marches should be free to all to participate, marches should be about raising issues rather than company profiles and corporate sponsorship and where charges exist unions should be recognised as "not for profit" community organisations who campaign for LGBT\_ equality and rights."

### **Unite**

## 17 London Pride

Conference notes the decision by the TUC to not seek collective Trade Union sponsorship of this year's London Pride.

Conference recognises that it is the responsibility of the Welsh and Scottish TUC to organise in their respective nation and principality but the TUC LGBT+ committee, elected by this conference, needs to organise around the main English Pride in London.

Sadiq Khan in his election as London Mayor gave a commitment to bring Pride back to the LGBT+ community and the Trade Union movement has to continue being a leader in the LGBT+ community as it has done for so many years.

The TUC LGBT+ committee is therefore instructed to:

- i) work with affiliates to organise collective sponsorship and ensure a visible joint presence at all future London Prides.
- ii) engage the Mayor to make his commitment a reality.

### **GMB**

## 18 Pensions inequality in Northern Ireland

Conference notes the progress that has been made in bringing equality to same-sex couples however pensions remain an item of significant unfinished business. Conference calls for pension provision to be fully equalised and instructs the LGBT+ Committee to continue to campaign for this. Conference notes with concern the implications for same-sex couples where pension schemes apply different provision for married couples and civil partners in respect of pensions built up before December 2005.

Conference is dismayed that same sex marriage has still not been extended to Northern Ireland and wishes to highlight the impact that this inequality has on workers and the economy. Conference notes that when same sex couples marry elsewhere in the UK, should they move to Northern Ireland, that their marriage will not be recognised and will be downgraded to a civil partnership.

Conference believes that this is a gross violation of citizen's human rights and instructs the TUC LGBT+ committee to politically highlight this inequality wherever possible nationally, and explore options through political, legal, media and community routes in order to achieve change.

Conference further instructs the Committee to support the Irish Congress of Trade Union's Love Equality campaign in its pursuit for marriage equality in NI.

### **Prospect**

## 19 Social care for the LGBT+ elderly

Conference celebrates the changes to legislation in recent years which have seen new rights won by the LGBT+ community, however even with these successes we still live in a heteronormative society.

It is estimated that 3.7 million gay people in the UK identify as gay, as this population ages the demand for suitable social care will increase.

Conference sadly notes that often mainstream housing and social care provisions are ill-equipped to meet the needs of LGBT+ people. Many utilising these provisions will conceal their lives, identities and significant relationships through fear of discrimination.

There is a £900 million social care budget in England. Conference believes that there should be a requirement for local councils to provide care and services which meet the needs of their elderly LGBT+ communities.

Manchester City Council has announced they are to create the UK's first LGBT+ retirement home; other areas should follow this example.

Conference therefore calls on the TUC LGBT+ Committee to lobby the LGA to ensure that local councils consider the needs of their LGBT+ communities when planning social care provisions. Furthermore to insist that care staff receive the necessary training needed to care for LGBT+ people.

### ASLEF

## 20 Challenging 'fake news'

Conference notes the emergence of "fake news" as a major political threat around the world over the last year – and that this represents specific dangers for marginalising and repressing LGBT+ people, both individually and collectively.

Conference condemns the publication of any material that oppresses any minorities, particularly through "fake news" that perpetuates discrimination and prejudice.

In this light, the NUJ's Code of Conduct – which obliges members to differentiate clearly between fact and opinion – can be regarded as an indicator that journalists have tried to establish the veracity of particular news items and their sources.

However, conference remains concerned that continuing cuts to the resources (in terms of appropriately skilled workers, workloads and the time available for fact-checking) across the news industry makes it increasingly difficult for NUJ members to be journalists rather than "churnalists".

Conference calls on the TUC and affiliated unions to:

- i) support NUJ initiatives – such as the continuing Local News Matters campaign – to protect journalism, challenge and minimise "fake news"

- ii) to promote NUJ membership for press officers and (corporate) communications protecting them from pressures to produce material which may otherwise contravene the union's Code of Conduct.

### **National Union of Journalists**

## **21 Supporting trans members**

Conference welcomes progress made towards achieving legal equality for trans people, particularly the improved protection afforded by the Equality Act. However, there remain significant gaps in legal rights and much needs to be done before full equality is achieved.

Conference also acknowledges a positive shift in public attitudes towards trans people. Whilst welcome conference notes with concern that a large minority of people remain hostile towards trans equality.

Discrimination against trans workers and low levels of awareness of employment rights together with ignorance and prejudice mean that many trans people do not receive the support they need or are entitled to at work.

Conference notes that where a person has the support of a trade union they are more likely to have a positive experience at work. Trade union reps play a vital role supporting trans members. As this calls for a particular understanding of gender identity, transgender issues and equality law unions must ensure that reps themselves are properly resourced, equipped and supported.

Conference asks the TUC LGBT Committee to continue to:

- i) press for full legal equality for trans people
- ii) support affiliates in their ongoing work to combat transphobia, challenge discrimination and negotiate workplace policies and procedures.

### **USDAW**

#### **Amendment**

Add at the end:

"iii) where an affiliated union has or develops a training package to improve wider awareness of trans issue or in specific support of trans members, to share this with the whole TUC Movement".

### **PCS**

## **Guide for delegates and visitors**

### **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 twenty four 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), Section B (black members), Section C (disabled members), Section D (transgender members), Section E (young members) and Section F (bisexual 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.

**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 (i.e. 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 Guide for delegates and visitors 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 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.

# 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:

- i) encourage lesbians, gay men, bisexuals and transgender working people to play a full and active role in the trade union movement; and
- ii) 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 June or 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 20,001 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,001 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,001 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with between 500,001 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,001 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.

#### **4      *The Lesbian, Gay, Bisexual and Transgender Committee***

##### **General Council representation**

General Council members of the Committee are appointed by the General Council.

##### **Elected members**

There are twenty four elected members of the Committee. Each affiliated union is entitled to nominate one candidate for each of Section A (general) Section B (black members), Section C (disabled members), Section D (transgender members, Section E (young members) and Section F(bisexual 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 twenty four 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:
  - a. 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
  - b. 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**

### ***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.

### ***Conference Chair***

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

### ***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.

### ***Appointment of Scrutineers and Tellers***

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

### ***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.

### ***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.

### ***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.

### ***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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