**19 Motions**

**P1 LGBT workers building for a change of government**

Conference welcomes the TUC’s pay and anti-austerity campaigns. Conference has been concerned at the near-silence on the impact of austerity on LGBT workers and specialist services and welcomes steps to address this.

Conference notes findings of research by NatCen Social Research for UNISON, including:

1. significant evidence of how austerity cuts affected LGBT people and services;
2. LGBT people individually were facing greater financial hardship, problems finding safe accommodation and increased marginalisation and invisibility;
3. reduction of specialised LGBT services, including homelessness, anti-hate crime, youth, mental health, sexual health and gender identity services, at the time these were most needed;
4. fear that progress was being reversed and homophobia, biphobia and transphobia were rising again;
5. LGBT concerns and needs treated as a ‘nice thing to do’ that could be dropped in harder times; and
6. loss of hard to replace LGBT and specialist staff.

Conference believes defending LGBT workers and services needs a change of government.

Conference calls on the TUC to use these and other findings in:

1. anti-austerity campaigning;
2. urging LGBT workers to join unions
3. lobbying Labour as it sets its manifesto;
4. encouraging LGBT voter registration and political engagement.

**UNISON**

**P2 Bullying and discrimination in the workplace**

A recent major national study funded by the Economic and Social Research Council on the experiences of lesbian, gay and bisexual people at work indicates that they are more than twice as likely to be bullied and discriminated against as their heterosexual counterparts. The forms this takes are often linked to their sexuality, for example intrusive, sexualised and intimidating behaviour.

Conference notes that despite recent publicity about improved equality practice in some NHS Trusts, the NHS Trust selected for this research is cause for concern. Problems identified include a lack of understanding on the part of managers and union reps, and the heterosexual focus groups exhibited a lack of understanding of discriminatory behaviours. There were similar findings for the other case study organisations, which included the private and third sectors, a prison and the Royal Navy.

Conference therefore urges affiliates to:

1. renew their efforts to negotiate effective training for managers and employees at all levels on diversity awareness;
2. ensure that trade union reps are well equipped to tackle homophobia;
3. ensure that employers uphold existing equality and bullying policies; and
4. work towards zero tolerance of homophobic jokes and comments in the workplace

**Chartered Society of Physiotherapy**

**P3 Bullying and harassment survey**

Conference notes the survey ‘The Ups and Downs of LGB’s Workplace Experiences’ launched on 30 January 2014. This first ever large scale national survey of bullying and harassment faced by LGB workers, showed that:

1. LGB workers are more than twice as likely to be bullied or face discrimination, with bisexuals and lesbians suffering the highest rates; and
2. homophobic and biphobic stereotypes persist in the workplace and that these affect job security, promotion, and job satisfaction as well as leading to bullying and discrimination and causing stress and ill health.

We note that Management and LGBT staff networks were found wanting in their ability to cope with the problems faced by bullied LGB workers, and that the responses of trade union representatives were not always positive.

Whilst the survey did not consider the experiences of trans workers, it is unfortunately all too likely that they face similar problems to a greater extent.

Conference calls on all TUC affiliates to tackle the ongoing problems, including bullying and harassment, caused by persisting homophobia, bi phobia, transphobia, and underlying heterosexism and gender binary prejudice, at work. Conference urges all affiliates to educate and organise both straight and LGBT workers to deal with these problems.

**LGBT Committee**

**Amendment**

Replace 2nd ‘LGB’ with ‘lesbian, gay and bisexual’

In i) insert after ‘rates’: ‘and heavily overrepresented among the most severely bullied’.

3rd para: delete all after ‘trans workers’; insert ‘UK results of 2013 FRA research showed a third of trans workers were personally discriminated against in the past year.’

Add at end of motion: ‘noting the many union resources available.’

**UNISON**

**P4 Government attacks on public service pensions, ignoring less favourable treatment**

LGBT workers deplore the ongoing attacks by this Government on Public Service Pensions, whilst doing very little to address existing pensions discrimination. Whilst success has been achieved gaining legal recognition of same sex partnership with civil partnership and equal marriage, benefits and entitlements remain unequal. This is particularly apparent with regard to accrued rights for access to survivor pension benefits.

The Government have neglected their obligations under legal mechanisms such as the Equality Act and have failed to identify and remove less favourable treatment in the introduction of new Public Service Pension Schemes.

Conference calls on the LGBT Committee to investigate possible routes to challenge this deliberate omission by the Government, with a view to advising the General Council on any recommendations to address this injustice and reporting back to the TUC LGBT Conference 2015.

**Fire Brigades’ Union**

**P5 Equal but not quite**

Conference wholehearted welcomes the government’s further commitment to LGBT equality with the passing of the Marriage (Same Sex Couples) Act. However disappointingly it fails to address the inequality of survivor pensions within occupational schemes.

Conference finds it disgraceful that in its current form the Act allows pension providers to openly discriminate against gay married couples and those in civil partnerships by permitting schemes to pay far less survivor benefits than to their straight counterparts. Current legislation dictates that same sex survivor benefits only need to be calculated from 5 December 2005, opposite sex couples have no such limitations.

Conference does note that due to concerns expressed during the Bill’s passage through parliament the government is undertaking a review into its stance to be published in summer 2014.

If the outcome of this review does not result in a change in the law conference instructs the LBGT TUC Committee to:

1. make pensions equality a priority campaign and inform all affiliate unions of this injustice; and
2. strongly lobby the Secretary of State to reconsider and strive for true equality by exercising their order-making power to amend the law.

**Associated Society of Locomotive Engineers and Firemen**

**Amendment**

Remove old paragraph 3 and insert:

“Conference notes that amendments to tackle these inequalities were withdrawn during the Bill’s passage through Parliament on the Government’s undertaking to review survivor benefits.

Conference is alarmed at the low key and limited nature of this review as well as the apparent lack of commitment to introduce equal survivor benefits for all.”

**FDA**

**P6 Stress, suicide and bankers**

Conference recognises that across the world, pressure continues to mount on the banking industry to restore order and stability in the global financial systems. In the UK, high profile media coverage centres on the restoration of Lloyds Banking Group and the Royal Bank of Scotland to profitability and private ownership.

Conference understand that this pressure can increase the stress levels for our ordinary members, many who are struggling to get by with real-term pay cuts year on year. Ordinary bank workers are suffering this squeeze, branded as ‘bankers’; regardless of whether they shoulder any blame for the global crash.

Conference recognises that LGBT members are already vulnerable members of society at greater risk from suicide, and self harm. Government cuts have removed much of the support infrastructure that LGBT members rely on in their time of need.

Conference calls for:

1. a concerted effort to stamp out ‘banker bashing’ and to use positive language that reaffirms individuals’ rights to dignity and respect in their workplace; and
2. the TUC to work with business organisations to strengthen their LGBT support and mental health awareness.

**Accord**

**P7 Encouraging involvement**

Conference values the work being done by the union to reach out to and involve LGBT workers. LGBT trade union structures have been particularly successful reaching out to new, younger members. These structures are vital in ensuring unions remain relevant and welcoming to LGBT workers. It is important that LGBT issues and members are not confined solely to these structures but are visible and active everywhere in the trade union movement. LGBT members may sometime understandably be reluctant to become active in their unions beyond positive action structures. There are a range of existing initiatives that achieve this such as role models, LGBT get-togethers and mentoring. Conference welcomes these initiatives and calls on the TUC LGBT Committee to:

1. discuss ways to encourage affiliates to make better of use of the TUC Equality Audit results;
2. develop practical guidance on how unions can go about promoting LGBT role models who are active in mainstream unions structures; and
3. continue to promote the value of separate LGBT structures that give members the confidence to become active and involved in the wider union.

**Union of Shop, Distributive and Allied Workers**

##### P8 Equal marriage and education about relationships and rights

Conference celebrates the Equal Marriage legislation affording marriage rights to same sex couples.

Conference considers the legislation is a progressive step. Conference recognises that Equal Marriage has generated renewed discussions about schools and education which must be monitored closely to ensure no return to Section 28 style language, confusion or condemnation.

Conference is concerned that EHRC guidance suggests that teachers “can express their personal religious or philosophical beliefs about marriage of same sex couples, provided this is done in a sensitive, objective and balanced way”.

Conference believes that it is safer to advise teachers not to comment about private religious belief, where these beliefs are negative about LGB people or same sex marriage.

Conference asserts that education is a universal service which must serve the needs of all young people. School must enable the next generation to create a more equal and fairer world. All classrooms must model positive attitudes, and recognition of, LGB people.

##### Conference calls on TUC and affiliates to:

##### endorse the calls by the education unions for revised, appropriate and inclusive DfE SRE guidance for schools; and

1. lobby the EHRC to ensure its guidance to schools about Equal Marriage promotes equal rights and fair treatment for LGB students in every classroom in every school/college.

**National Union of Teachers**

**P9 Challenging gender identity prejudice in education**

Conference deplores the paucity of meaningful and informed discussion of gender identity and trans issues in the media and society at large. Young people with questions about or an interest in gender identity, have very few reliable sources with which to counter the factually incorrect, prejudicial and abusive messages that often prevail in social media, traditional media and on the internet.

Conference calls upon the TUC and its affiliates to:

1. support young people to explore gender identity issues in a safe environment, with staff trained by specialist organisations such GIRES, Gendered Intelligence and the Forum for Sexual Orientation and Gender Identity;
2. call for all union reps in educational establishments to lead at least one session on the law pertaining to trans teachers and pupils;
3. call for specific training for all of the Senior Leadership Team and governors instructing them on how to properly support trans staff and/or pupils who wish to transition;
4. promote LGBT History month, using it to challenge gender stereotypes and celebrate trans role models; and
5. encourage unions to explore more ways to gather information from trans members to improve workplace understanding and enrich the union.

**Association of Teacher and Lecturers**

**P10 Transitioning in the workplace**

The ignorance and prejudice faced by many trans people at the point of their transition could be alleviated or overcome if employers and unions positively engaged in ensuring a successful workplace transition.

Conference recognises good practice in this situation might be for the employer to appoint a supportive senior manager or executive to act as a mentor and ally for the trans employee, in collaboration with the individual and their trade union rep. The supportive senior manager should preferably not be the trans employee's line manager or from the organisation's HR Department in order that they can be as impartial as possible in their role as mentor and ally. The mentor and union representative should meet the trans employee on a reasonably frequent basis to discuss progress and any issues of concern.

By working together, this practice not only assists the individual trans employee, but also promotes wider understanding of trans issues.

Conference therefore encourages all affiliated unions to introduce this good practice policy to employers where their members are transitioning, where it is appropriate to do so taking into account the culture of the organisation, and also press for it to be incorporated into the employer's equality policy.

**Prospect**

**P11 Joint working**

Conference recognises that disabled LGBT people can be extremely isolated, facing multiple discrimination in the workplace, in wider society and even in organisations which support disabled people.

Conference is appalled at Government's attacks on support for disabled people through the Work Capability Assessments; the change from Disability Living Allowance to Personal Independence Payment; the impact of the “bedroom tax”, and many welfare and public service cuts which have resulted in people living in poverty, as well as funding cuts to organisations supporting people living with HIV and Aids.

Conference calls on the TUC LGBT Committee working with the TUC Disabled Workers’ Committee to:

1. develop advice and guidance for unions on tackling the particular discrimination faced by LGBT disabled people;
2. develop advice for organisations supporting people with disabilities to raise awareness of the issues LGBT disabled people face;
3. campaign in the run up to the 2015 General Election for parties to commit to repealing legislation that stigmatises and increasingly puts disabled people on the breadline; and
4. urge affiliates to support Disabled People Against the Cuts and encourage disabled LGBT people to participate in their campaigns to reflect the diversity of the disabled community.

**GMB**

**P12 Equalities monitoring in publically funded arts organisations**

On its website of Arts Council England (ACE) states “We will forge a new relationship with the arts sector on issues of diversity and equality, characterised by shared discourse and the sector taking the lead with our support, facilitation and, where appropriate, provocation.” One of the BBC’s stated aims is to “advance equal opportunities to diversify and develop our workforce and our senior leaders so that they better reflect our audiences.”

Yet stages and screens fail to reflect the diversity of the UK’s population. In order to ensure that LGBT workers have equal opportunities to work in the performance arts, it is important that, like other workplaces, the arts also conducts equalities monitoring, particularly when organisations are in receipt of public funds. Given ACE and the BBC’s stated commitment to equality it is imperative that they and, in the case of ACE, the arts organisations it funds, conduct equalities monitoring to ensure that they meet their duty to the public and fulfil their commitment to an equalities agenda.

Conference calls on the TUC LGBT Committee to demand, alongside Equity, a commitment from ACE and the BBC to institute transparent equality monitoring of performer employment.

**Equity**

**P13 HIV Awareness**

Conference is concerned at the continuing high number of new HIV diagnoses in Britain. We believe that much more needs to be done to educate and raise awareness of the human cost related to HIV.

We must ensure that people of all ages, and in particular those from communities most at risk, are given sufficient and accurate information, support and services to help reverse the spread of HIV. Further, we condemn the savage and ideologically driven government cuts to the NHS particularly in the area of sexual health which could affect testing, early treatment and support for those with HIV.

Conference calls on the TUC LGBT Committee to work with the General Council, affiliates and relevant organisations to:

1. lobby the UK Government, the Scottish Parliament and Welsh Assembly to implement effective multi-agency campaigns to raise awareness of the risks and human cost of HIV on our community and to provide full support to those with HIV; and
2. promote the importance of early treatment and sexual health screening to all.

**Unite the union**

**Amendment**

Add at end:

Conference is further concerned at the continuing stigma and discrimination faced by those with HIV in the workplace. Additionally Conference calls on the TUC LGBT Committee to re-examine and, if necessary, revise guidance to representatives on introducing workplace policies to end HIV discrimination at work and to challenge prejudice and inequality.

**Prospect**

**P14 International Working and LGBT staff rights**

Conference notes with concern the increase in collaborative projects between UK organisations and countries with poor LGBT rights. Often, this is the pursuit of lucrative international deals. For example, a number of HE institutions are setting up campuses abroad, or are collaborating with organisations in countries which have homophobic legislation (including the illegality of homosexuality).Not only is this an affront to human rights in these countries, but it can exclude LGBT staff in UK institutions whose employment rights may be compromised by operations in these counties. Conference notes that many of these employers are at the same time claiming to promote equality at “home”.

Conference calls on the committee to:

1. investigate the incidence of these international projects including any discrepancy in the UK and international equality practices of UK organisations;
2. engage in the production and promotion of practical guidance on international working so that trade unions can challenge poor policy and practice in employer international operations;
3. advise affiliated unions that challenges under the Equality Act are a matter of national significance, and should be supported and
4. develop international contact with LGBT activists abroad and seek their input wherever possible.

**University and College Union**

**P15 International LGBT rights**

Conference notes with concern the findings of the EU Fundamental Rights Agency survey showing an increase of deliberate, sustained and violent attacks on LGBT people.

Conference asserts that a major factor in the rise in homophobic and transphobic extremism is the punitive and discriminatory laws in countries such as Russia, India, Nigeria and Uganda that criminalise and stigmatise LGBT communities.

Conference is deeply concerned that these laws empower authorities to abuse, harass, extort, imprison and execute people on the grounds of their sexuality or gender identity.

Conference condemns the Ugandan Anti-Homosexuality Bill, dubbed the ‘Kill the Gays Bill’ which not only incites increased violence against LGBT people, but also justifies and legalises these actions.

Conference further asserts that these laws directly contravene international human rights obligations, including the Universal Declaration of Human Rights.

Conference endorses the work of affiliates with the global trade union movement to campaign against these human rights abuses and calls on the TUC to:

1. press the UK Government to use its international influence to end the continuing human rights abuses in these countries; and
2. work with affiliates and campaign groups to establish a robust global campaign for the elimination of anti gay laws that criminalise homosexuality.

**NASUWT**

**Amendment**

Para 6 – final line after “TUC” insert “and affiliates”

Insert new third bullet point:

iii) Develop a Trade Union Charter on ‘International LGBT Solidarity’ including a commitment to campaign with unions/organisations in countries concerned; pressure for governments to take strong action on countries violating LGBT rights; awareness raising throughout the union on international LGBT atrocities; encourage unions’ International Departments/Leads to prioritise LGBT issues and employer/contractor guidance and support for LGBT members working abroad.

**Unite the Union**

**P16 LGBTI asylum seekers and immigration**

Conference notes the appalling statistic from the UK Lesbian and Gay immigration Group report, Decision Making on Lesbian, Gay, Bisexual, Trans and Intersex Asylum Claims (September 2013) that 98 per cent – 99 per cent of LGBTI asylum seekers are initially rejected; yet 30 per cent are approved on appeal.

In a time when some EU states are turning back the clock on LGBT equality and across the globe countries still criminalise homosexual acts with punishments up to and including death, the UK has a moral obligation to provide safety for persecuted LGBT people through the asylum system and free movement within the EU.

It has been reported that LGBTI asylum seekers have been subjected to 'shockingly degrading' treatment according to Baroness Barker, who has asked the government to condemn such behaviours.

There are also credible claims of abuse of LGBT people in detention centres holding asylum seekers.

Conference calls on the TUC LGBT Committee to co-ordinate a campaign which:

1. dispels myths about migration and asylum seekers;
2. calls for a reform of the asylum system in cases involving LGBT people;
3. calls for a reform of the detention system for LGBT asylum seekers; and
4. promotes the work of the UK Lesbian and Gay Immigration Group

**Public and Commercial Services Union**

**P17 LGBT asylum**

Conference recalls that in 2010, the UK coalition government pledged, ‘We will stop the deportation of asylum seekers who have had to leave particular countries because of their sexual orientation.’ David Cameron promised that: “*Those Africans seeking asylum on the basis of sexual orientation and at real risk of persecution in their home countries should be allowed to stay in the UK*.” However LGBT asylum seekers are still being deported back to countries where they face persecution, torture, and death.

Conference calls on the TUC to:

1. remind David Cameron of his promise to LGBT asylum seekers and stop the deportation of LGBT people back to countries where they face persecution, torture, and death;
2. call on the UK coalition government to end the degrading asylum system that puts perverse pressure on LGBT people to ‘prove’ their sexual orientation;
3. call on the UK government to end the homophobic and transphobic bias of the current asylum system;
4. call on the UK government to ensure all Home Office asylum officials and immigration court judges receive sexual orientation and transgender awareness training; and
5. petition the UK government to end the current policy of unlimited detention of asylum seekers.

**RMT**

**P18 Conversion Therapy**

Conference notes that conversion therapy is a dangerous and discredited practice where bogus counsellors attempt to “cure” a person’s sexual orientation or gender identity. Further notes that this practice had been condemned by every major professional body, with the UK Council for Psychotherapy stating ‘there is overwhelming evidence that undergoing such therapy is at considerable emotional and psychological cost.’ Despite this, counsellors and therapists are still completely free to offer conversion therapy because their professions aren’t regulated.

Conference welcomes the Private Member’s Bill by Geraint Davies, MP for Swansea West, to ban conversion therapy.

Conference believes that so-called treatments for sexual orientation or gender identity are based on the false and offensive idea that being LGBT is an illness or disorder and that conversion therapy exploits and abuses vulnerable LGBT people by offering counselling that is never in their best interests. As a result no counsellor or therapist should be offering conversion therapy and anyone found to do so should be struck off and banned from practicing.

Conference calls on the TUC LGBT Committee and TUC affiliates to support Geraint Davies MP’s Private Member’s Bill and to urge other MPs to do the same.

**Community**

**Amendment**

“Conference notes the work of the journalist Patrick Strudwick and commends him for his undercover investigation into conversion therapy which brought it to the public’s attention.”

**RMT**

**P19 Royal pardons for convictions of homosexuality**

In December 2013, the Secretary of State for Justice announced that Dr Alan Turing had been issued with a posthumous royal pardon for his conviction in 1952 for homosexuality.  Rather than face prison, Dr Turing opted for a form of chemical castration.  He killed himself two years later.

 Conference welcomes the royal pardon but is concerned that this was granted on the basis of Dr Turing’s mathematical genius in spite of his sexuality rather than because of it.  Many ordinary men were convicted of such crimes and each conviction is an abhorrence and a stain on our history.  Conference calls on the TUC to campaign for a similarly dignified pardon to all those with convictions for homosexuality.

**Napo**