



Agenda

TUC LGBT Conference 2016



Motions

Contents

4 Motions

1 2020 Vision

Amendment

- 2 Engaging LGBT people in politics
- 3 Trade unions advancing LGBT equality
- 4 Representation in Parliament
- 5 LGBT inequality – Living Wage
- 6 Equalisation of survivor benefits

Amendment

- 7 HPV vaccination for men who have sex with men
- 8 Access to pre-exposure prophylaxis
- 9 Cervical cancer screening for LGB women
- 10 Developing trans-friendly workplaces
- 11 Time for a change
- 12 Trans and non-binary gender equality

Amendment

- 13 Renaming to LGBT+
- 14 TUC research on gender and sexual diversity
- 15 BBC – “Love it or Lose it”
- 16 Reflecting LGBT people and communities on screen
- 17 Commonwealth LGBT rights

Amendment

- 18 Supporting our LGBT young people

Amendment

- 19 LGBTI equality

Amendment

Amendment

- 20 Recruitment and redundancy discrimination
- 21 Employer monitoring of social media, respecting the right to privacy

18 Guide for delegates and visitors

How long does the conference last?

Who is responsible for conference arrangements?

Who chairs the conference?

How is the committee elected?

What does the conference discuss?

What about emergency motions?

Motions to Congress

What happens to motions after the conference?

How are the debates conducted?

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

What happens in the evenings?

What other facilities and events are provided?

22 Constitution and Standing Orders

Constitution

Standing Orders

Section one

Motions

1 2020 Vision

Conference notes:

- i) progress on LGBT workplace rights won by unions
- ii) myths that equality has been achieved
- iii) continuing levels of anti-LGBT discrimination and prejudice
- iv) recommendations for much-needed change from the Commons Transgender Equality Inquiry
- v) LGBT workers are worse off under the Tory government.

Conference expresses concern over:

- a) sustained Tory attacks on workers, public services, trade unions and human rights
- b) the destruction of LGBT services in the name of austerity
- c) widespread political disengagement, with increasing numbers falling off the electoral register.

Conference believes that the next four years present vital opportunities to win our arguments in communities and at the ballot box.

Conference calls on the TUC LGBT committee to agree a strategy for forthcoming elections up to and including the 2020 Westminster and devolved parliament /assembly elections:

- 1) developing clear LGBT union campaign messages
- 2) identifying LGBT equality manifesto demands, including on trans equality
- 3) building and strengthening coalitions with LGBT and other community partners, including the People's Assembly, exploring the possibility of a People's Assembly LGBT section
- 4) identifying key dates and events

- 5) urging voter registration and engagement
- 6) encouraging our activists to stand for office.

UNISON

Amendment

At the end of sub-paragraph b) insert, “specifically:

- the levels of homelessness among the LGBT community
- continued cuts to the Equality and Human Rights Commission
- lack of safe affordable public transport and the rise of unregulated Uber taxis
- lack of LGBT supportive social care
- closure of sexual health clinics and lack of Gender Identity Clinics provided within the NHS
- attacks on trade union organisation and LGBT networks.

Unite

2 Engaging LGBT people in politics

Conference notes that in the last general election LGBT support for the Tories and Labour was equal.

Same-sex marriage was legalised under the Tory-led coalition, leading many LGBT people to feel that the Tory Party has turned a corner on LGBT rights.

More Tories voted against same-sex marriage than in favour.

They voted against almost all progressive LGBT legislation.

They oppose Labour plans to make LGBT-inclusive sex and relationship education compulsory in schools and have failed to promote LGBT rights in Europe.

Austerity has had a devastating impact on LGBT people undermining any claim that LGBT people should vote Tory.

Cuts to housing benefit have a disproportionate impact on young LGBT people who make up a quarter of the young homeless.

LGBT people are more likely to experience mental illness and yet mental health services have been savaged.

At work LGBT people face redundancies, cuts to pay and hours and harassment.

Unions are uniquely placed to engage LGBT members on these issues.

Motions

Conference asks the TUC to support unions in encouraging more LGBT members to become politically active, helping to address their under-representation in politics and to raise awareness of how LGBT rights have been won.

Usdaw

3 Trade unions advancing LGBT equality

Conference is concerned about the potential impact of the proposed Trade Union Act on unions working towards LGBT equality. There exists concern about how the Equality Act 2010 is being implemented, including for LGBT people, and the decline in cases being taken to tribunals. Curtailing time for trade union reps is a serious impediment to developing equality. There is clear evidence that employees turn to their union rep when they are concerned about incidents of discrimination, bullying and harassment towards LGBT people (the Forum *Pride and Prejudice in Education*, report, 2016). To consider and take action to address this situation conference calls on TUC to:

- i) work with affiliate unions and supportive LGBT bodies such as the Forum and Schools Out to host a conference / meeting focusing on the impact of the Trade Union Bill / Act on implementing LGBT equality to be held in LGBT History Month 2017
- ii) lobby government and campaign against the weakening of trade unions and include related LGBT equality concerns
- iii) produce guidance, utilising findings from TUC about equality cases and tribunals, on how unions can continue developing LGBT equality in the light of the Trade Union Bill / Act.

UCU

4 Representation in Parliament

Conference notes that 32 LGBT MPs were elected to the House of Commons in the 2015 General Election and that the proportion of MPs who identify as lesbian, gay or bisexual is now 4.9 per cent. Conference further notes that, according to research from the LGBT Representation and Rights Research Initiative at the University of North Carolina, the UK now has the most LGBT members of any parliament in the world. Conference however notes with concern that, whilst the overall figure is encouraging, of the 32 LGBT MPs elected in 2015 all are white, only six are women, and none at all are transgender. Conference recognises that our parliament is a richer and stronger institution for the diversity of voices within it and firmly believes we still have a long way to go before the House of Commons is properly representative of society. Conference calls on the LGBT Committee to campaign for measures that

support LGBT people and people from other underrepresented groups to stand for election to parliament and other public offices.

Community

5 LGBT inequality – Living Wage

Conference recognises the threat to the LGBT community following the Chancellor’s announcement on welfare reform and the introduction of a “living wage”.

The decision to remove entitlement to housing benefit for 18- to 21-year-olds will disproportionately impact on LGBT youth who experience higher instances of homelessness due to family rejection, abuse and violence that many experience due to LGBT phobia.

Conference welcomes any measure that increases earnings for workers but notes the Chancellor’s proposed “living wage” is merely an increase on the existing Minimum Wage, not a true Living Wage. The decision to exclude 18- to 25-year-olds does not address inequality in earnings leaving many young, including LGBT, workers earning considerably less.

Conference recognises the Chancellor decisions places many young LGBT people, including workers, in the potential position of choosing between staying in a dangerous, potentially violent, home or homelessness due to the lack of support or potential to earn enough to support themselves, as considered by the level of the “living wage.”

Conference calls on the TUC LGBT Committee to highlight the impacts of welfare reform and the “living wage” on LGBT members and the wider community among affiliates and the general public

PCS

6 Equalisation of survivor benefits

Conference is disappointed that the government has failed to address inequalities in pension provision for civil partners and same sex married couples. The government’s failure to act has meant that the Court of Appeal was able to rule, in the case of John Walker against Innospec, that same sex survivors’ pensions do not have to take account of service before 5 December 2005. It cannot be justified that this discrimination should be allowed to continue.

Conference does not accept that equalisation of pension provision for all is unaffordable. The Government Actuary’s Department estimated that equalising benefits for same sex survivors would add 0.01 per cent to the liabilities of private sector defined benefit pension schemes.

Motions

Conference instructs the LGBT Committee to continue to campaign for equal survivor benefits and in particular to:

- i) promote campaigning activities that highlights the discrimination against same sex couples
- ii) work with affiliates to collate examples of good practice as a resource for those bargaining for improvements to benefits for same-sex partners.

Prospect

Amendment

At the end add:

Conference further calls on the TUC to:

- a) reinvigorate this important campaign
- b) ensure this is a high profile issue in meetings/engagement with government.

NASUWT

7 HPV vaccination for men who have sex with men

In 2015 the Joint Committee for Vaccination and Immunisation (JCVI) recommended that the Human Papilloma Virus (HPV) vaccination program currently available to girls aged 12–15 should be available to men who have sex with men up to age of 45. However, the statement suggested offering the vaccine to sexually active men who will already have a high risk of being exposed to HPV. The HPV vaccination is not effective for a person whose immune system has already been exposed to the strains of HPV included in the vaccination. Furthermore, the JCVI has stated that it will not investigate extending vaccination to adolescent boys until 2017.

Conference calls on the LGBT Committee to:

- i) condemn the suggestion from the JCVI of extending to sexually active men as a waste of funding
- ii) push that the scheme be abandoned in favour of moving forward investigation of extending the vaccination to adolescent boys.

SoR

8 Access to pre-exposure prophylaxis

There are now around 110,000 people living with HIV in the UK. Both gay men and heterosexuals from black African communities are disproportionately affected by HIV.

In 2014 there were 3,360 new HIV diagnoses among men who have sex with men — the highest number ever recorded in a year.

Pre-exposure prophylaxis (PrEP) is a drug that can stop someone becoming HIV positive (it has been shown to reduce new infections by 86 per cent).

PrEP is currently unavailable on the NHS, it is only available privately and costs £400 for 30 pills. An NHS England process to evaluate PrEP is underway, but any decision to provide PrEP will probably not be implemented until early 2017. This is too long to wait. Rates of new HIV infections are far too high; providing PrEP to high-risk groups is far cheaper than providing medical care to them once they have caught the virus.

Conference calls for:

- i) the TUC LGBT Committee to lobby government for earlier access to PrEP and for interim arrangements to be agreed for provision of PrEP to those at the highest risk of acquiring HIV now
- ii) the TUC and delegates to sign up and support the campaign for PrEP Access <http://www.prepaccess.org.uk/>.

Musicians' Union

9 Cervical cancer screening for LGB women

Conference sadly acknowledges that every day in the UK eight women are diagnosed with cervical cancer and three women will lose their lives to the disease. This is more tragic as cervical cancer is largely preventable thanks to cervical screening and the HPV vaccination programme.

Conference notes that until 2009 NHS guidance stated that women who didn't have sex with men did not require screening in the form of a cervical smear test. Current guidance states that HPV, the virus associated with all cervical cancers, can also be transmitted through lesbian intercourse and that all LGB women should be screened.

Unfortunately due to misconceptions and misinformation screening rates for LGB women are lower than that of their heterosexual counterparts. However there is conclusive evidence to show that targeted messages have a positive impact. The 'Are you ready for your screen test' campaign saw the number of LGB women reporting for cervical screening increase from 49 per cent to 73 per cent.

Motions

Early detection is key to increasing survival rates; conference therefore calls on the TUC LGBT Committee to develop a campaign rebutting myths and promoting the importance of smear tests to LGB women to be launched during cervical cancer prevention week 2017.

ASLEF

10 Developing trans-friendly workplaces

The recent *Unhealthy Attitudes* report by Stonewall revealed that trans staff in the health and social care sector still face bullying, harassment, discrimination and negative attitudes.

More than one in five of patient-facing staff had heard a colleague make an offensive remark regarding trans people. seven per cent of the respondents would not feel “comfortable” working alongside a trans member of staff.

On a more positive note the CSP often receives queries from employers, reps and workplaces who wish to make their services more welcoming to trans service users and staff but are unsure how.

Small practical steps including:

- i) ensuring sensitive gender identity questions are present on forms
- ii) reclassifying single cubicle toilets as unisex
- iii) having positive images of trans individuals in waiting rooms
- iv) ensuring there is appropriate privacy in changing areas

can make a difference with only a small amount of time or resources.

In light of this conference asks the TUC to support employers to take small steps to make their workplaces more trans-friendly by developing a fact sheet on practical, low-cost changes to the working environment with links to appropriate webpages and resources.

CSP

11 Time for a change

When a person goes through the transition process they go through a rollercoaster of emotions. There will be highs and lows and ultimately the process should allow for remedy in relation to the issue of gender dysphoria. This motion seeks to address the timescales currently involved in this process which currently, according to the Chrysalis website, takes 2 to 2.5 years from counselling up to surgery.

Conference calls on the incoming LGBT Committee to commission a study into the process of transition, which should involve extensive communication with the Trans community to establish their views in relation to current timescales. A report shall be made available prior to the 2017 TUC LGBT Conference allowing opportunity for unions to make submissions for motions linked to the findings of the report.

CWU

12 Trans and non-binary gender equality

Conference welcomes the House of Commons Women and Equalities Committee First Report of Session 2015–16 on Transgender Equality.

Conference recognises that there are people who do not identify as either male or female whose identities are not widely recognised by society. Individuals with non-binary titles, pronouns and modes of dress as well as the issues associated with being unable to express one's gender identity within the workplace.

Conference believes there is a lot of work to be done, across both workplaces and Government, to recognise additional gender identities within our own structures and systems to support gender equality monitoring. Most institutions, organisations, groups and individuals only recognise male and female.

As such, the conference calls on the TUC to:

- i) update all record keeping infrastructure to include non-binary gender options as well as male and female gender options
- ii) update terminology across TUC literature so as to be inclusive of non-binary people during each future update
- iii) ensure as far as possible that there are appropriate facilities within the TUC accessible to non-binary people as soon as possible
- iv) amend literature on the subject of the issues trans people face within the workplace to include those issues non-binary people face.

Unite

Amendment

Insert new 2nd para:

“The report states need for a legal framework for trans equality, based on an individual's right to determine gender identity and have this respected and recognised.”

Insert new sub-paragraph i):

Motions

- “i) campaign for UK government adoption of the Yogyakarta Principles on the Application of International Human Rights Law in relation to Sexual Orientation and Gender Identity and resolution 2048: Discrimination against transgender people in Europe.”

UCU

13 Renaming to LGBT+

Conference notes that people who identify as intersex, asexual, queer, non-binary and questioning all face discrimination and exclusion from our societies and workplaces.

Therefore, Conference agrees to rename the TUC LGBT Conference and all related work as TUC LGBT+.

This is to be inclusive and incorporate people who identify as intersex, asexual, queer, non-binary and questioning, into the work and policy creation of the TUC.

GMB

14 TUC research on gender and sexual diversity

We all recognise that language changes over time and terminology relating to sexual orientation and gender identity are no exception. ‘LGBT’ feels positively outdated with a growing prevalence of other variations, e.g. ‘LGBTQIAAP’ – and yet we also appreciate that an evolving debate doesn’t necessarily deliver a consensus.

However, as a result there are gender and sexual diversities, not automatically included within ‘LGBT’, around which there are lower levels of awareness and understanding – which may be negatively affecting members in their workplaces. Is what is acknowledged, what is explored?

We want to represent all our members in all their diversity in the workplace. Anecdotally we know from our members that the experience of asexual members for example, is particular – but there is very little information and research available to put that into context.

Conference encourages the TUC to conduct some work to compile any existing information and conduct any feasible additional research specifically addressing the experiences of people who identify with broader gender and sexual diversities including questioning, asexual, intersex and pansexual people as a resource for all unions to assist them to represent the experiences of all their members.

Equity

15 BBC – “Love it or Lose it”

Conference deplores the current attacks on the BBC from a government that seems bent on destroying our most important cultural institution. Conference believes that the BBC plays a vital role far beyond the TV and radio content it produces that reaches into almost every part of daily life in this country.

Conference also notes that, whilst much more progress still has to be made, the BBC has played a pivotal role in increasing the representation of LGBT lives on screen and radio, and in opening up the media and entertainment industry to LGBT people.

Conference therefore calls on the TUC LGBT Committee to explore joint campaigning with the affiliated unions representing creative sector workers and seek to organise an LGBT specific action/event as part of the FEU’s “BBC - Love it or Lose it” campaign.

BECTU

16 Reflecting LGBT people and communities on screen

Conference notes the continuing impact on the BBC as the government threatens to impose changes to licence fee arrangements and the Royal Charter that undermine the Corporation as a major news organisation and cultural force in this country.

Conference is concerned that without adequate resources, programme makers will be unable to reflect the LGBT diversity of the United Kingdom in both news coverage and in other educational and entertainment output.

Conference welcomes the cultural evolution of understanding and tolerance that has significantly diminished the sensational outrage that once greeted those appearing on radio or television if their sexual orientation or identity became public.

Conference also fears that government moves to privatise Channel 4 would see a similar diminution of the way the UK’s LGBT people and communities are reflected on screen.

Conference calls on the TUC and all affiliated unions to (continue to) support the BBC ‘Love it Or Leave It campaign’ organised by the Federation of Entertainment Unions in order to protect the Corporation’s ability to cover and reflect LGBT diversity, both in the UK and in coverage of issues of sexuality and sexual identity elsewhere in the world.

NUJ

Motions

17 Commonwealth LGBT rights

Conference notes:

- i) Forty-two of the fifty-three Commonwealth countries have laws that criminalise LGBT people, and some maintain the death penalty for consensual same-sex sexual activity.
- ii) Eleven of the twelve Commonwealth Caribbean countries have laws criminalising LGBT.
- iii) The 42 homophobic Commonwealth countries account for more than half of the 78 countries in the world where LGBT people face state-sanctioned discrimination and persecution.
- iv) Forty-two Commonwealth member states violate their commitment to respect universal human rights.

Conference calls on the TUC LGBT Committee to campaign to demand the Commonwealth Secretariat:

- a) speak out about state-sanctioned discrimination and persecution of LGBT people for the repeal of all anti-LGBT laws across the Commonwealth
- b) press homophobic Commonwealth countries to uphold their international obligations and the rights of LGBT people
- c) support laws in all Commonwealth countries that make it illegal to discriminate on grounds of sexuality/ gender identity
- d) press all Commonwealth countries to protect the right to freedom of expression, association and peaceful assembly for LGBT people
- e) make the rights of LGBT 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

Amendment

In paragraph 2, line 1, after “campaign”, add “in collaboration with Commonwealth-based LGBT groups and activists”

In paragraph 2, line 2, after “Secretariat” add “where it is agreed as being appropriate”

In paragraph 2, sub-paragraph b), line 1, replace “homophobic Commonwealth countries” with “those Commonwealth countries with anti-LGBT laws and discriminatory practices”

PCS

18 Supporting our LGBT young people

As educators we spend a great deal of time with LGBT young people and try to support them as well as we can. Unfortunately, cuts to the services our colleagues provide in Children and Adolescent Mental Health Services (CAMHS) are forcing young people with severe mental health problems to wait 12 weeks or more for help. Our LGBT young people are much more at risk of poor mental health, bullying and self-harm, so a long wait for help can have a devastating impact. ATL is working with Schools OUT, Young Minds, the Gender Identity Research and Education Society (GIRES) and others, to help members support young people and to signpost them to appropriate services. However, as so-called ‘austerity’ bites, specialist services are struggling to survive and there are fewer places for our LGBT young people to turn to for help.

We call upon conference affiliates to:

- i) lobby the Government to give equal parity to mental health and physical health
- ii) continue to train and fight for facilities time for equality reps
- iii) campaign for high quality, inclusive sex and relationships education.

ATL

Amendment

Insert new paragraph 2:

“Youth services, including specialist LGBT youth services, have faced devastating and ever-worsening cuts since 2010, losing knowledge and expertise build over decades. Conference welcomes current research by NatCen Social Research into the impact of cuts on LGBT people and services, commissioned by UNISON.”

In existing paragraph 2, insert new sub-paragraph ii):

“ii) promote the NatCen research, encouraging members to respond”

UNISON

19 LGBTI equality

Conference deplores the fact that discrimination against lesbian, gay, bisexual, Trans and intersex workers remains rife and that a pernicious culture of fear, intolerance and ignorance pervades many workplaces.

Conference is deeply concerned by the evidence that LGBTI teachers are continuing to face homophobic, biphobic and transphobic attitudes in school creating a climate in which staff and pupils are at risk of bullying and discrimination.

Motions

Conference calls on the TUC to support affiliates in campaigning for LGBTI equality in the workplace by:

- i) promoting comprehensive training for staff on LGBTI equality
- ii) bargaining for explicit reference to tackling homophobia, biphobia and transphobia in policy statements and anti-bullying policies
- iii) ensuring that employers meet their legal responsibilities in tackling homophobic, biphobic and transphobic bullying.

NASUWT

Amendment

Add at the end of paragraph 2 after “bullying and discrimination”:

“and that discrimination, harassment and bullying is experienced in other sectors, as shown by calls to the Acas helpline and the WERS reports, with a devastating impact on the individuals affected.”

Add at the end of sub-paragraph i):

“including specific training for managers and supervisors on their responsibilities for tackling bullying, harassment and discrimination in the workplace”

Add at the end of sub-paragraph iii):

“and offer support to those who have been bullied at work.”

Prospect

Amendment

Insert new sub-paragraph ii) and renumber the following bullet points:

“ii) bargaining for equality representatives elected from within the union membership”

RMT

20 Recruitment and redundancy discrimination

Conference is extremely concerned that LGBT+ workers may be disproportionately represented among school staff facing capability dismissal or redundancy as a result of the Government cuts to education and public services.

Conference notes that unacknowledged discriminatory treatment received by LGBT+ teachers, those who come out, those who transition whilst at work, and those LGBT+

workers who are over 50, often makes them vulnerable to redundancy selection or forces them to leave permanent, full time roles.

LGBT+ teachers seeking permanent roles face disadvantage in recruitment processes and are forced to move into less secure work such as agency working. Anecdotal evidence suggests that LGBT+ agency teachers secure fewer long term contracts than other agency teachers.

Conference recognises that being forced to leave full-time, permanent employment can impact detrimentally upon workers' pension rights. This represents a double detriment to LGBT+ workers who do not have access to equal pension survivor benefits.

Conference instructs the Committee to:

- i) conduct research into the ways in which workers who are out at work, transitioning or have transitioned are more vulnerable to selection for redundancy
- ii) use the research evidence to lobby employers and the Government for equality in recruitment and redundancy processes for LGBT+ workers.

NUT

21 Employer monitoring of social media, respecting the right to privacy

Conference notes the decision of the European Court of Human Rights (ECHR) to uphold the right of employers to monitor employee access to social media whilst in the workplace. This decision is not totally clear in its intent as the case referred to access on an employer owned device and the judges did not elaborate on how the ruling would apply to personal devices.

Conference is alarmed that the decision will encourage employers to invade the privacy of employees. Recently we have witnessed an increase in disciplinary action being taken against workers for activities on social networks both in and outside of the workplace.

Monitoring of LGBT employee social media has the potential to not only out them but out friends who they are in contact with through social media. Whilst employers may maintain they have a right to monitor workplace activities it is an invasion of an employee's right to privacy when outside the workplace.

Conference calls on the TUC LGBT Committee through the General Council and TUC affiliate unions to campaign for statutory change for social media communications privacy to be respected and treated as private communications when outside the workplace.

FBU

Section two

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 (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

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.

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:

- 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

a) General Council representation

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

b) 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.

Constitution and Standing Orders

- 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

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.

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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