



stuc **LGBT+
CONFERENCE
2024**

FIGHTING BACK FIGHTING FIT

AGENDA

**13TH ANNUAL STUC LGBT+ WORKERS' CONFERENCE
SATURDAY 11TH AND SUNDAY 12TH MAY 2024**

**CHAIR: CHRISSY MCKEAG (UNISON)
VICE-CHAIR: DAVID DICK (EIS)**

stuc





**Greetings from UNISON Scotland
to all delegates at the
STUC LGBT+ Workers'
Conference 2024**

**and good luck to Committee Chair
Chrissy McKeag**



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CONFERENCE SESSIONS

**SATURDAY
11TH MAY**

10:00am - 12:45pm

1:45pm - 5:00pm

**SUNDAY
12TH MAY**

10:00am - 12:30 pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2024/25
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC LGBT+ Workers' Committee:

Linda Somerville, STUC Deputy General Secretary

Rachel Thomson, STUC Equality Policy Officer

Shona Scott, STUC Committees and Admin Officer



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CONFERENCE GREETINGS

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CONFERENCE GUIDE

WHO ATTENDS THE LGBT+ WORKERS' CONFERENCE?

- Trade Unions with membership of up to 10,000 - 6 delegates.
- Trade Unions with membership over 10,000 - 6 delegates plus one for every 10,000 members or part thereof
- Trades Union Councils - up to 3 delegates.

Observers / Visitors sit together in a separate section of the Conference Room and are not allowed to vote. Also in attendance are STUC staff.

HOW LONG DOES THE CONFERENCE LAST?

The Conference lasts two days. It normally opens at 10.00 am on the first day (with registration from 9.30 am), closing at approximately 5.00 pm. It assembles at 10.00 am on the second day until approximately 1.00 pm.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The LGBT+ Workers' Committee is responsible for Conference arrangements, in conjunction with STUC staff.

WHO CHAIRS THE CONFERENCE?

This year's Conference Chair is David Dick, EIS and Vice-Chair of the Committee.

WHAT ROLE DOES THE LGBT+ WORKERS' COMMITTEE PLAY AT CONFERENCE?

The Chair and Vice-Chair of the Committee sit on the platform, together with a member of STUC staff – usually the Secretary to the Committee.

HOW IS THE LGBT+ WORKERS' COMMITTEE ELECTED?

The LGBT+ Workers' Committee comprises 11 members in the Trades Union Section and 1 member in the Trades Union Council Section, and are nominated on the following basis:

Each Trades Union shall be entitled to nominate up to two candidates including at least one woman for election to the Trades Union Section of the Committee. Candidates must be members of the Union's delegation to the Conference.

If there are more than 5 members nominated to the

Trades Union General seats; more than 5 members nominated to the Trades Union Women's seats; more than 1 member to the Trades Union Trans seat; and / or more than 1 member nominated in the Trades Union Council seat, then an election at Conference will be necessary.

Each delegation leader will receive a ballot paper and can vote up to 11 candidates from the Trades Union Section (5 from the General seats; 5 from the Women's seats; and 1 from the Trans seat); and 1 from the Trades Union Council Section. Delegations are requested to deposit completed ballot papers in the ballot box by 5.00 pm on the first day of Conference, when votes are counted by the 2 scrutineers appointed at the start of Conference. The results are then announced on the Sunday morning of Conference. Successful candidates hold office from close of Conference for one year.

WHAT DOES THE CONFERENCE DISCUSS?

Each Trades Union and Trades Union Council can submit up to 2 motions, on topics which must relate specifically to the working lives of LGBT+ people in Scotland. Each motion can be no more than 300 words. Motions are published in a Preliminary Agenda and Trades Unions/Trades Union Councils are then invited to submit up to 2 amendments which can be no more than 50 words for each amendment.

Certain motions on the Preliminary Agenda, together with amendments, may be grouped into a composite motion, with the agreement of the Trades Unions/Trades Union Councils concerned.

The Motions and amendments are included within the Conference Agenda which is given to all delegates and visitors.

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

Support with Statement If necessary, a Committee member will explain to Conference any particular points they wish to emphasise or reservations the Committee may have on a motion or amendment they otherwise support.

Remit: The Committee may seek 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 on points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

HOW ARE DEBATES CONDUCTED?

- i) Moving and Seconding Motion: The mover of a motion may speak for up to 8 minutes and the seconder is allowed up to 4 minutes. It is important that these times are adhered to. If business over-runs allocated time, it may be necessary during the course of the Conference for the Committee to reduce speaking times.
- ii) Debate and the right of reply: Subsequent speakers on the motion are allowed up to 4 minutes. A delegate is not normally allowed 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 4 minutes to reply to the discussion on the motion, but no new issues may be introduced.
- iii) Moving an amendment: The proposer of an amendment is called to speak immediately after the seconder of the motion. Amendments also have to be seconded or they fail. Further amendments are called in their order on the agenda. Delegates moving amendments have no right of reply.
- iv) Group Debate: Some motions cover similar topics for discussion. This year motions will be debated in Sections as they appear in the Conference Agenda.
- v) Voting: It is the Chair's responsibility to call the result of the vote. However, two to four tellers are appointed prior to Conference to count the hands raised in the event of a close vote.
- vi) Point of Order: Delegates can raise points of order on the conduct or procedure of the debates.
- vii) Chair's Ruling: The Chair's ruling is final.

WHAT ARE EMERGENCY MOTIONS?

An emergency motion must deal with issues that have arisen since the closing date for ordinary motions.

Emergency motions can be no longer than 300 words and must be signed by the Delegation Leader of the organisation submitting the emergency motion. Emergency motions must be submitted to the Chair or Secretary of the LGBT+ Workers' Committee no later than 3:00 pm on the first day of Conference. Emergency motions must be a genuine emergency

otherwise they will not be approved for inclusion on the Agenda by the LGBT+ Workers' Committee. If deemed competent they will be circulated to delegates prior to being discussed.

REPORT OF THE STUC LGBT+ WORKERS' COMMITTEE

As well as discussing motions, the Conference receives the Report of the LGBT+ Workers' Committee to Conference, which reports on work of the Committee over the past year. Delegates are entitled to question the Committee on issues contained in the Report. Any questions should be put in writing.

WHAT HAPPENS TO MOTIONS AFTER CONFERENCE?

Motions which are carried (now termed 'resolutions') or remitted will form the Committee's Work Plan for the following year. Resolutions are also referred to the STUC General Council itself and/or relevant STUC departments as part of the overall work of the STUC.



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Greetings from
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to delegates
at the 2024
STUC LGBT+
conference

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MOTIONS & AMENDMENTS

STUC LGBT+ CONFERENCE

SECTION 1: PROTECTING ALL LGBT+ RIGHTS

1. SUPPORT FOR TRANS RIGHTS AND REFORM OF GENDER RECOGNITION ACT

“That this Conference was disappointed with the decision of the Court of Session on 8 December 2023 to uphold the UK Government’s use of Section 35 of the Scotland Act 1998 to uphold the block on The Gender Recognition Reform (Scotland) (GRR) Bill receiving royal assent.

“Conference notes that whilst the Scottish Government chose not to appeal the Court of Session’s decision it has not withdrawn the bill which could enable a change of UK Government to allow the bill to receive royal assent.

“The Scottish Labour Party supported the bill’s passing and with an upcoming UK general election it is important that we ensure that the British Labour Party commits to build upon its proud history of furthering LGBT+ rights whilst respecting and acknowledging the work of the Scottish government to further equality.

“Therefore, Conference calls on the STUC LGBT+ Workers’ Committee to:

- lobby the Labour Party to allow royal assent to the Scottish Government’s GRR bill through an incoming Labour Government in Westminster;
- lobby the Scottish Government to create a countrywide plan for trans healthcare; and
- make clear to current elected representatives and prospective parliamentary candidates that all elected representatives have a duty to represent all communities and that transphobia in any form is not acceptable.”

Mover: Associated Society of Locomotive Engineers & Firemen

Amendment:

Para 1, line 4, delete “uphold the” and “on”;

Para 1, line 5, after “Bill” insert “from”;

Para 4, bullet point 1, delete “allow” insert “commit to present the GRR Bill for”; and delete “to the Scottish

Government’s GRR bill”.

Mover: Educational Institute of Scotland

MOTION 2 - SUPPORT FOR REMOVAL OF SECTION 35 ORDER

“That this Conference is appalled by the Westminster Government’s interference in the business of Scotland’s elected parliament, by issuing a Section 35 order to further impede the progression of the Gender Recognition Bill.

“The reforms brought by the GRR bill are long overdue and have seen years of debate, consultation, and campaigning by trade unions. Time and again the trans community has been used as a political football by a failing Tory Government to stoke a culture war designed to distract from their ineptitude and callousness.

“Conference calls upon the STUC LGBT+ Workers’ Committee to:

- campaign for the immediate removal of the Section 35 order and allow Scotland to implement this legislation in full.”

Mover: Unite the Union

MOTION 3 - AFFIRMING SUPPORT FOR WOMEN’S RIGHTS

“That this Conference affirms the rights of all women regardless of their sex assigned at birth.

“We acknowledge that human autonomy, self-identification, and freedom from gender-based violence are key points in the fight against misogyny and violence towards women and girls. The idea that when it comes to the rights of trans people, that these principles are somehow in conflict with the fight for women’s rights is a lie perpetuated by a right-wing movement with a narrow and patriarchal criteria for the female identity.

“For centuries, women have fought the notion that your body determines your place in society. The fight for trans equality is in direct correlation to and aids the fight for the rights of women. It does not run in opposition. Bodily autonomy is a shared goal.

“Every woman should be able to interact with their identity and body without prejudice, coercion, or by forcing that person to forfeit their identity and live in fear for their life.

“Conference further believes and affirms that every



woman must be free to be themselves in the workplace without fear too. To this end, given the current climate, safe space policies are required for the LGBT+ community in every workplace.

“Conference calls upon the STUC LGBT+ Workers’ Committee to:

- affirm and acknowledge the rights of all women regardless of their sex assigned at birth;
- affirm that the fight for trans equality and the fight for women’s rights share the same goals and strengthen each other through solidarity; and
- support and encourage all affiliates to have, and implement, LGBT+ safe space policies in the workplace and call on all affiliates to work for this too.”

Mover: Unite the Union

MOTION 4 - ACTION ON LGBT+ PAY AND JOB SECURITY

“That this Conference notes and deplores:

- LinkedIn commissioned poll showing a UK-wide LGBT+ pay gap of 16%.
- the National LGBT Survey carried out in 2018 found that 47% of LGBT+ people in the sample earned less than £20k annually.
- the lack of data specific to Scotland on low pay, pay inequality and precarious work for LGBT+ people.
- the links between low pay and insecurity employment and poorer mental and physical health.
- continued fear of stigma and discrimination means that many LGBT+ are not out in their workplaces and complicates data collection.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- obtain data from affiliates and publicise any successful actions to improve job security

“Conference calls on the STUC General Council and affiliates to lobby the Scottish Government to –

- carry out a survey of LGBT+ pay and job security; and;
- require employers to have an action plan to improve LGBT+ pay and job security and reduce the LGBT+ pay gap.”

Mover: University & College Union Scotland

MOTION 5 - LGBTQ+ WORKER CO-OPERATIVES

“That this Conference notes since the closure of the LGBTQ+ worker co-op Bonjour, Glasgow has been deprived of a vital community space that worked with the local LGBTQ+ community, the trade union movement, and local progressive political groups, to provide spaces for everything from crafting and educational events, club nights, a workshop for designing banners for protests, a space for post-protest discussion and relaxation, meetings during COP26, and fundraisers for local working class people.

“That it was able to do this for three years throughout the pandemic without backing or capital investment from profit-seeking groups proved that such spaces can be viable if a location is made suitable.

“These spaces are also more resilient than private spaces subject to the whims of vindictive and oppressive management, as we see so often from our comrades in the Hospitality branches, but worker-ownership also comes with its own increased pressure, on communities already under stress.

“The trade union movement has long links with the co-operative movement, and this should be utilised more to build more of these essential spaces for the movement.

“Conference calls on the incoming STUC LGBT+ Workers’ Committee to:

- contact organisations in the co-operative movement, and the Cross-Party Group on Co-Operatives to develop bespoke guidance on how setting up co-operatives may be beneficial for LGBTQ+ groups;
- develop guidance for existing and future worker co-ops on how to ensure they may be welcoming and inclusive to the LGBTQ+ community;
- build a directory of such spaces across Scotland that are evidenced to be supportive of, or run by, the LGBTQ+ community; and
- urge, via the STUC and affiliates, that local union branches and trades councils look to use such worker co-op spaces for events wherever possible, to maintain their futures.”

Mover: Glasgow Trades Union Council

MOTION 6 - FIGHTING THE FAR-RIGHT TO DEFEND LGBTQ+ RIGHTS

“That this Conference notes:

- The upsurge in hate crimes against LGBTQ+ people especially those resulting from the current torrent of transphobia in political and civil life in the UK.
- That LGBTQ+ civil rights are increasingly under attack from authoritarian nationalists and reactionary religious organisations across the world.
- That Conservative and right-wing populists are funding and supporting international networks that promote right-wing, populist, racist, misogynist disablism as well as homophobic, biphobic and transphobic grounds, and these are active in the UK.

“Conference believes that transphobia, biphobia, and homophobia are key gateways to the ideology of the far-right today and must be specifically challenged by our movement.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- recognise and promote the importance of challenging homophobia, biphobia, and transphobia through both trade union political education on the far right and STUC campaigns on fighting fascism;

- defend all LGBT+ workers from the actions of far-right organisations that attack LGBT+ events including Prides, Drag Storytimes, and groups supporting trans inclusion; and
- ensure that we speak out when LGBT+ rights are under threat across the world.”

Mover: National Union of Rail, Maritime & Transport Workers

MOTION 7 - DIGNITY AND HEALTH AND SAFETY IN THE WORKPLACE

“That this Conference:

- notes with concern the visit of the UN Special Rapporteur for Violence Against Women, Reem Alsalem, to the UK, in the context of her persistent advocacy for additional obstacles and conditions to legal gender recognition that undermine the rights of trans people;
- recalls her intervention in the Gender Recognition Reform (Scotland) Bill (GRR), was contradicted by the UN High Commissioner on Human Rights;
- recognises that she did not consult human rights groups or specialist violence against women organisations in Scotland; and her contribution has been weaponised by the UK Government and inflamed public discourse, putting union members at risk, both transgender and cis gender. Gender identity notwithstanding, this situation has proven especially dangerous for Equity members performing as drag artists; and
- acknowledges that the transphobic discourse in the UK has become an issue of worker health and safety.

“Conference calls on the STUC LGBT+ Workers’ Committee to lobby the Scottish Government to:

- disregard the interventions of the UN Special Rapporteur on the issue of trans rights in the UK; and
- establish robust legal protections for transgender workers and cis gender victims of anti-trans aggression, focussed on safeguards to dignity, health, and safety in the workplace.”

Mover: Equity

Amendment:

Para 2, bullet point 1, delete “disregard” and replace with “refute”

Mover: Educational Institute of Scotland

SECTION 2: PROMOTING LGBT+ EQUALITY

MOTION 8 - LGBT+ DISCRIMINATION IN THE WORKPLACE

“That this Conference notes that across the UK, life for many LGBT+ people is becoming more challenging. This is manifested in a culture of increasingly violent incidents against LGBT+ people, a political system which stokes division and seeks to scapegoat trans people and a toxic social media environment which spills over into the lived realities of LGBT+ people’s lives.

“Conference notes that this hostile environment has severe consequences for LGBT+ workers, which can often result in an increase of direct and indirect discrimination in workplaces, a lack of understanding from employers and substantial workplace policy issues, including a gap between policy and action.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- make use of STUC data collected on their LGBT+ discrimination survey to create training and best practice guides for employers about how to recognise, reflect upon and rectify LGBT+ discrimination in the workplace; and
- share information with affiliated unions and reps about the wide range of LGBT+ worker discrimination issues and provide support materials for equality reps to better support their LGBT+ members.”

Mover: STUC LGBT+ Workers’ Committee

MOTION 9 - LGBTQ+ MUSICIANS

“That this Conference believes that everyone has the right to safe workplaces, free from harassment and discrimination. Research by the MU revealed that this is not a reality for LGBTQ+ musicians.

“The Musicians’ Census 2023 revealed that LGBTQ+ musicians face high levels of discrimination with trans musicians being disproportionately impacted. The research revealed that:

- almost a quarter of trans musicians said they are not out at work;
- over half reported experiencing discrimination based on their gender identity but only a third reported it;
- 43% of LGBTQ+ musicians reported low mental wellbeing;
- 90% of those who reported low mental wellbeing also reported experiencing or witnessing discrimination; and



- freelance musicians are particularly impacted as they lack access to reporting and support mechanisms and can fall outside the protections of existing legislation.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- continue to tackle the root causes of transphobia;
- challenge anti-trans rhetoric and promote authentic, positive perceptions of trans people;
- lobby Governments for funding for culturally relevant mental health services for LGBTQ+ people;
- support affiliates to stand their ground in the face of anti-trans backlash; and
- lobby Government to extend the protections in the Equality Act 2010 to all freelance workers.”

Mover: Musicians’ Union

MOTION 10 - THE B IN LGBT+ IS NOT SILENT

“That this Conference notes that in our community the experience of Bi people can at times be dismissed. It can be difficult to come to terms with one’s own sexuality and that can be made even more challenging when not accepted by the rest of the community.

“A report conducted by the charity Stonewall found that Bi people are less likely to be out to their families, with only one in five out to their own families compared to three in five gay and lesbian people. Two in five Bi people were also found to hide or disguise their sexual orientation so as not to be discriminated against at work.

“The erasure of our existence both from within and from without our community harms the mental wellbeing of the Bi community and those who fall under our umbrella. The harmful stereotypes that follow Bi people, make our experiences feel unwelcome and our community socially isolated. Stereotypes exist to demean and denigrate a person’s identity and as a community we should not participate in this behaviour, instead we should challenge those who do. The assumption of a person’s sexuality based on who they are in a relationship with, should not have to be forced on them. A Bi person in a relationship with someone of the opposite gender does not make them straight and if in a relationship with someone of the same gender does not make them gay or lesbian.

“Therefore, Conference calls on the STUC LGBT+ Workers’ Committee to:

- conduct research with unions to determine the extent of Bi erasure in the LGBT+ community and the wider workforce; and
- promote education and awareness of the harm caused by Biphobia and assist unions with the delivery of training on this subject.”

Mover: Fire Brigades Union

MOTION 11 - INCLUSIVE LANGUAGE

“That this Conference notes that we have long standing

traditions in our movements use of language. However, some terminology in modern society is outdated and lacks inclusion, for example by excluding recognition of non-binary persons or inadvertently misgendering or deadnaming a person. Being misgendered or deadnamed is harmful, it effects the mental health of people.

“Conference calls on unions to cease the practice of using the gendered terms and instead use non-gendered specific terms, such as ‘members’, ‘officials’ or the person’s name.

“Conference calls on the STUC LGBT+ Workers’ Committee to encourage unions to use inclusive language:

- to ensure the default for use by officials or on any documentation when referring to a member should not have a gendered term; and
- that members who wish to be addressed by a gendered term can opt in to use such a term and not place that burden onto the member.”

Mover: Fire Brigades Union

MOTION 12 - RAISE INTERSEX AWARENESS

“That this Conference recognises the shocking lack of information and public awareness of intersex and how this condition persistently affects intersex-born people’s lives, whether:

- they are already medically assessed for having this condition
- or are still waiting for the NHS to determine their manifestation of an intersex condition.

“Many intersex people carry the physical or mental scars of non consented medical interventions as newborn, infant, or youth, by national healthcare systems that, at that time, believed they were ‘fixing’ their sex.

“The consequences are often severe on developing friendships, relationships and identity based on assumed sex; domestic violence, lifelong post-traumatic symptoms, self-harming, social and emotional isolation. Tragically, many Intersex people are no longer here to witness this motion.

“Intersex people can feel LGBT+ stops at the ‘T’ when it comes to the practicalities of their everyday life. Often intersex is mistakenly linked to the ‘T’ or ‘Bi and ‘beyond’ and thereby vanish, un-named.

“Intersex conditions are many and complex but must become visible and understood in our workplaces and especially in organisations delivering services. Trade union LGBT+ initiatives must give intersex members their own spots, safe spaces, workshops, rooms, and talkers.

“Conference calls on the STUC LGBT+ Workers’ Committee to work with relevant affiliates to:

- engage with our intersex members to seek to understand their needs and asks of the trade union movement;
- campaign for statutory and voluntary services to actively and openly include intersex people in their



mental health and holistic wellbeing services;

- encourage and demonstrate distinction of ‘intersex’ under the auspices of the plus in LGBT+; and
- develop information and resources for activists about intersex and the issues that our intersex members face both in the workplace and in our communities.”

Mover: UNISON

Amendment:

Para 6, add new first bullet point:

- “include intersex in their membership equality monitoring processes which will also support the STUC to include intersex in its equality monitoring;”

Mover: NASUWT

SECTION 3: HEALTH

MOTION 13 - ENDING HIV DISCRIMINATION

“That this Conference notes, HIV stigma has a profound impact on people living with HIV. Three in four people living with HIV in the UK have experienced discrimination or stigma due to their HIV status.

“Public knowledge of HIV is lagging woefully behind medical advancements. Advances in treatment mean that not only can people with HIV expect to live long, healthy lives but society has the tools to stop HIV transmissions for good.

“Despite this a widespread lack of awareness of the facts continues to generate high levels of stigma and discrimination. This has a disproportionate impact on LGBT+ people despite the fact that new diagnoses are falling for this group.

“In the workplace HIV discrimination manifests itself in multiple ways including breaches of confidentiality, isolation, harassment and not having contracts or offers of employment renewed.

“Raising awareness of the facts about HIV tackles stigma and removes the fear that often surrounds the virus. It enables those living with HIV to be treated equally and with dignity and respect. This in turn makes accessing testing and living with HIV easier.

“Conference calls on the STUC LGBT+ Workers’ Committee to work with the STUC Disabled Workers’ Committee to:

- encourage unions to raise awareness of the facts and take action to tackle HIV stigma and discrimination;
- support the work unions are doing with employers to end HIV discrimination in the workplace; and
- lobby the Scottish Government to deliver on their 2021 manifesto commitment by bringing forward a comprehensive, fully funded HIV Transmission

Elimination Delivery Plan.”

Mover: Union of Shop, Distributive & Allied Workers

Amendment:

After Para 2, insert new Para:

“Unions should champion cost effective evidenced-based medicine, this involves supporting education of communities around ending novel HIV transmissions, including non-LGBTQ+ communities if we’re to achieve zero new HIV transmissions by 2030.”

Para 3, line 4, delete “despite the fact that” and replace with “even though”

At end add additional bullet point:

- “widen awareness of HIV prevention among minoritised LGBTQ+ populations, and other under-represented populations outside the LGBTQ+ community.”

Mover: Pharmacists’ Defence Association

MOTION 14 - THE IMPACT OF DISCRIMINATION ON LGBT+ WORKERS’ MENTAL HEALTH

“That this Conference notes LGBT+ people in Scotland continue to face major health inequalities in every measure of wellbeing, including mental health.

“The reasons why LGBT+ people are at greater risk of developing a common mental health problem such as depression or anxiety are complex, however the experience of discrimination and stigma, harassment, homo/bi and transphobia and social exclusion all have a negative impact on mental (and indeed physical) health.

“Discrimination not only contributes to mental ill health but also heavily influences decisions about and access to treatment and diagnosis.

“For many LGBT+ people, discrimination and abuse at work continues to be commonplace and creates workplaces where LGBT+ people feel excluded and unable to be themselves. It is vital in their work on these issues that unions continue to seek to address the social and workplace factors that increase the risk of LGBT+ workers developing mental distress.

“Conference calls on the STUC LGBT+ Workers’ Committee to work with the STUC Disabled Workers’ Committee to:

- support union’s efforts to ensure reps and officers are properly equipped to respond appropriately and positively to complaints of homo/bi and transphobic harassment;
- give a voice to LGBT+ members who experience mental ill health or distress so that their experience informs and is centred in the movement’s efforts to win them a better deal at work and in society; and
- re-emphasise the crucial role collective bargaining plays in delivering safe, equal, and inclusive workplaces by publishing/updating guidance on LGBT+ bargaining.”

Mover: Union of Shop, Distributive & Allied Workers

MOTION 15 - MENTAL HEALTH IMPACT OF PREJUDICE

“That this Conference notes that LGBT+ people may be at higher risk of experiencing prejudice-based violence and aggression, including within their place of work, and that this risk increases with the spread of harmful narratives and misinformation about LGBT+ people.

“Conference further notes the detrimental mental health impact on LGBT+ people who may live with an underlying concern related to the possibility of becoming targets of homophobic, biphobic or transphobic violence.

“Conference therefore calls on STUC LGBT+ Workers’ Committee to:

- develop communications to show support for efforts to tackle prejudice-based violence and aggression in all workplaces and society; and
- develop and share resources to support the mental health and wellbeing of LGBT people, including young people.”

Mover: Educational Institute of Scotland

MOTION 16 - ACCESS TO TRANS HEALTHCARE

“That this Conference is gravely concerned by the decade long cuts to the NHS that has led to the closure of many gender clinics across the UK, resulting in obscene waiting times and pressure being put on the remaining gender clinics.

“Young trans people in some parts of England are now being told they will have a 50 year wait to access gender affirming care. Specialist services in Scotland report at least a four year wait time for young trans people before their first appointment and around five years for adult services. Lack of funding and rising demand for services have led to an increase of trans people self-medicating, without appropriate supervision by a doctor. This has seen many trans people developing new health issues as a direct result, which is putting a further unnecessary strain on the NHS and causing widespread distress within the trans community.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- ensure that trans healthcare is treated with the same degree of concern in all NHS budget campaigning; and
- lobby for adequate provision of gender clinics around Scotland, to reduce waiting times and strain on existing clinics.”

Mover: STUC LGBT+ Workers’ Committee

MOTION 17 - FIGHT FOR ACCESSIBLE TRANS HEALTH SERVICES

“That this Conference recognises the widespread discrimination experienced by Trans colleagues. We also recognise how this extends to considerable delays accessing support with transitioning.

“Those able to access health services through GP

referral, can wait up to seven years for an initial NHS Gender Identity Clinic appointment. This just the start of prolonged uncertainty and anxiety around what support may be available and when.

“Transitioning is fundamental to a person’s very being and is at the core of their identity. Public stigma, stoked by hate campaigning, makes it tremendously challenging for Trans people to feel confident in themselves, asserting their needs and accessing support.

“Some Trans people make tremendous sacrifices to commence transition privately, self-administering medication sourced without medical supervision – but are then denied follow-on NHS support.

“Many reports illustrate disproportionate negative health impacts, such as over two-thirds of Trans people experiencing depression each year; and almost half having attempted suicide at some point in their lives. In addition, Trans people are reported to be twice as likely to be the victim of crime than Cisgendered people.

“By recognising the challenges and discrimination Trans people face, we can be better equipped to ensure equality and dignity for this demographic. We should also be mindful to consider the array of additional challenges and vulnerabilities people may face depending on personal circumstances, such as those experiencing homelessness and those affected by the cost-of-living crisis more broadly.

“Conference calls on the STUC LGBT+ Workers’ Committee to campaign and lobby the Scottish Government to:

- reduce waiting lists for people seeking access to Gender Identity services and Trans healthcare;
- remove all unnecessary obstacles for trans healthcare; and
- work tirelessly for Trans equality in our Trade Union affiliates and workplaces.”

Mover: UNISON

SECTION 4: EDUCATION

MOTION 18 - CHALLENGING GLOBAL NARRATIVES

“That this Conference notes the continued spread of misinformation and toxicity around LGBT+ lives and policies, including within campaigns as part of the upcoming US election.

“Conference therefore calls on STUC LGBT+ Workers’ Committee to:

- consider action that provides positive counter-narratives, such as celebrating the lives of LGBT+ people within the trade union movement;
- consider a political education learning activity or



course on challenging global narratives around LGBT+ rights; and

- develop guidance on conversion therapy, with the aim to tackle misinformation.”

Mover: Educational Institute of Scotland

Amendment:

Delete final bullet point and replace with:

- “campaign to have practices such as conversion therapy banned and develop strategy to challenge misinformation.”

Mover: National Union of Rail, Maritime & Transport Workers

MOTION 19 - HATE SPEECH – CHANGING THE NARRATIVE

“That this Conference notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity.

“Conference is appalled to see the language of the far right and right-wing extremist influencers permeating and becoming normalised within some pupil cohorts.

“Conference notes that NASUWT research found that 93% of teachers in Scotland said the number of pupils exhibiting physically violent and abusive behaviours has increased in the last 12 months.

“Conference is concerned that LGBTI teachers are being disproportionately targeted with increased challenges to their authority as well as homophobic abuse.

“Conference agrees that, if such behaviours go unchallenged, this creates a corrosive working and learning environment which can have a devastating impact on the health and welfare of LGBTI teachers as well as the young people witnessing it.

“Conference is concerned that current behaviour approaches in schools take little cognisance of prejudice-based abuse, in particular the impact of restorative approaches on staff who have been abused.

“Conference asserts that it is incumbent on all affiliates to work collaboratively to challenge hate speech at all levels and calls on the STUC LGBT+ Workers’ Committee to help change the narrative by:

- promoting positive stories of LGBTI union activists, including within the STUC Unions into Schools work, to ensure LGBTI people are not solely viewed through the lens of Pride, but rather are understood simply as members of the community;
- providing/facilitating training for affiliates on difficult/challenging conversations;
- offering updates, training, and webinars on LGBTI equality issues, promoting and empowering allies to stand up for LGBTI rights; and
- campaigning for earlier support and education on LGBTI issues and hate speech at primary school, recognising that, by secondary school, many

pupils may already have been exposed to far-right narratives.”

Mover: NASUWT

MOTION 20 - VEXATIOUS FREEDOM OF INFORMATION (FOI) REQUESTS

“That this Conference notes that there are both individuals and groups online who oppose work to support LGBTI people.

“Conference acknowledges that schools, and other public bodies, are facing increased requests by such groups for information relating to engagement with charities and third sector organisations supporting and advocating for LGBT Inclusive Education.

“Conference notes that vexatious uses of FOI legislation to target schools and individual teachers can have a deleterious impact on those teachers and headteachers, oftentimes being exposed to vitriol online and in the press as a result, as well as negatively impacting LGBTI children and young people in the school and community who are witnessing this discourse.

“Conference notes that a Bill to reform Freedom of Information legislation in Scotland is currently being considered in the Scottish Parliament and calls on the STUC LGBT+ Workers’ Committee to advocate for:

- increased accountability for, and protection against, vexatious FOI complaints; and
- governmental awareness, and acknowledgement, of the impact of such vexatious complaints on teachers and other public sector workers, many of whom have felt publicly outed and their privacy breached.”

Mover: NASUWT

SECTION 5:

LGBT+

REPRESENTATION

MOTION 21 - LGBT+ DIVERSITY

“That this Conference recognises the diversity of the LGBT+ community and the importance of organising in ways which celebrate this diversity.

“Conference agrees to:

- change the LGBT+ Workers’ Committee constitution so that:
 - i. one of the general places is reserved for non-binary people;
 - ii. one of the general places and one of the women’s places are reserved for Black and ethnic minority LGBT+ people; and

iii. if, after repeated calls to affiliates pre and post-Conference, any of these places remained unfilled, it is permitted to fill them with the nominated delegates who obtained the next highest votes, even if they do not fulfil the conditions; and

- organise an event celebrating Black LGBT+ history, preferably together with the Black Workers’ Committee for LGBT+ or Black History Month.”

Mover: University & College Union Scotland

Amendment:

Bullet point 1 - delete i) and ii) and replace with:

“the Committee be extended to include one non-binary position; and create an additional three seats in both the General and Women’s sections to be reserved for one Black and Ethnic Minorities, one Disabled, and one Young member, to increase participation from those protected characteristics.”

Mover: GMB Scotland

Usdaw Supporting LGBT+ Workers and Tackling Harassment

Millions of LGBT+ workers still don’t feel safe enough to be out about their sexual orientation or gender identity at work and thousands of these workers are Usdaw members.

Visit our website for some great campaign ideas and resources: www.usdaw.org.uk/campaigns
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Regional Secretary: Tracy Gilbert
Usdaw: Muirfield, 342 Albert Drive, Glasgow G41 5PG

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EQUALITIES

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NOMINATIONS

A) STUC LGBT+ WORKERS' COMMITTEE

GENERAL SEATS (5 PLACES – 5 NOMINEES) – NO CONTEST

Michael Craig, UNISON

David Dick, EIS

Nathan Graham, Unite the Union

Thomas Granger, GMB Scotland

Karon McGee, Union of Shop, Distributive & Allied Workers

WOMEN'S SEATS (5 PLACES – 5 NOMINEES) – NO CONTEST

Ann Cameron Burns, UNISON

Kim Gillanders, NASUWT

Sarah Krasewitz, Unite the Union

Sophia Lycouris, UCU Scotland

Ciorstaidh Reichle, GMB Scotland

TRANS SEAT (1 PLACE - 1 NOMINEE) – NO CONTEST

Nik James, NASUWT

TRADES UNION COUNCIL SEAT (1 PLACE – 1 NOMINEE) – NO CONTEST

Tom Queen, Glasgow Trades Union Council

B) LGBT+ WORKERS' SEATS ON THE STUC GENERAL COUNCIL 2025/26

GENERAL SEAT (1 SEAT – 2 NOMINEES) – CONTEST

Michael Craig, UNISON

Stewart Wakelam-Munro, Unite the Union

WOMAN'S SEAT (1 SEAT – 2 NOMINEES) – CONTEST

Ann Cameron Burns, UNISON

Jenny Douglas, Unite the Union

C) LGBT+ WORKERS' CONFERENCE DELEGATION TO THE STUC ANNUAL CONGRESS 2025 - 4 PLACES

(plus 2 additional places are reserved for the STUC LGBT+ General Council Reps)

GENERAL PLACE (1 PLACE – 3 NOMINEES) – CONTEST

Michael Craig, UNISON

Thomas Granger, GMB Scotland

Stewart Wakelam-Munro, Unite the Union

WOMEN'S PLACES (2 PLACES – 3 NOMINEES) – CONTEST

Ann Cameron Burns, UNISON

Jenny Douglas, Unite the Union

Ciorstaidh Reichle, GMB Scotland

TRANS PLACE (1 PLACE – 0 NOMINEES) – NO CONTEST

As per the constitution "the General Council members elected to the LGBT+ Seats on the STUC General Council and nominees from the STUC LGBT+ Workers' Conference for election to the LGBT+ Workers' Seats on the General Council - if they have not been elected to the Committee in any of the above categories - shall be additional members of the Committee, with equal rights to all other members."

LIST OF DELEGATES

TRADE UNIONS & TRADES UNION COUNCILS

ASSOCIATED SOCIETY OF LOCOMOTIVE, ENGINEERS & FIREMEN

*Hugh Cumming

CHARTERED SOCIETY OF PHYSIOTHERAPISTS

Stephanie Land

*Matthew Tucker

COMMUNICATION WORKERS' UNION

Angela Bell

EDUCATIONAL INSTITUTE OF SCOTLAND

Kelsey Ann Caldwell

Selma Augestad

Julie Chrystal

Jaana Cranston

*Pam Currie

David Dick

Damien Donnelly

Kevin McIsaac Stevenson

Dorothy Nys

Chris Osborne

Dawn Wilson

EQUITY

*Ash Alexander

FIRE BRIGADES UNION

Graeme Hopkins

*Andrew Steel

GLASGOW TRADES UNION COUNCIL

*Tom Queen

GMB SCOTLAND

*Annette Drylie

Thomas Granger

David Hope

Ciorstaidh Reichle

MUSICIANS' UNION

*Andrew Collings

Duncan McBride

NASUWT

Adam Comrie

Kim Gillanders

Ross Hunter

*Nik James

Lauren Thomson

Shaun Topen-Cooper

NATIONAL UNION OF RAIL, MARITIME, & TRANSPORT WORKERS

*Martin Duncan

Meryn Finlay

PHARMACISTS DEFENCE ASSOCIATION

*Soh Xi Ken

PROSPECT

*Orion Toivonen

PUBLIC & COMMERCIAL SERVICES UNION

Claire Bywalec

*Ruth Cunningham

SCOTTISH ARTISTS UNION

*BD Owens

SOCIETY OF RADIOGRAPHERS

*Ross McGhee

UNION OF SHOP, DISTRIBUTIVE & ALLIED WORKERS

*Lorraine Barr

Alexander Dennis

Frank McElroy Carrick

Karon McGee

Ross Pope

UNISON

Ann Cameron Burns

Michael Craig

*Watty Gaffney

Hugh Learmonth

Don Naismith

Matt Valenti

Stewart Young

UNITE THE UNION

Alice Bowman

Benjamin Cross

Leslie Cunningham

Jenny Douglas

*Lorna Glen

Joanne Gordon

Nathan Graham

Paul King

Sarah Krasewitz

Satya Sandilands

Stewart Wakelam-Munro

UNIVERSITY & COLLEGE UNION SCOTLAND

Sarah Currier

*Marion Hersh

Sophia Lycouris

*Denotes Delegation Leader

REPORT TO LGBT+ CONFERENCE

The 12th Annual STUC LGBT+ Workers' Conference was held in the Golden Jubilee Conference Hotel, over the weekend of Saturday 27 and Sunday 28 May 2023.

The theme of the Conference was 'Protecting our Rights, Fighting for our Future'.

The Conference was chaired by Kris Hendry, PCS. 68 delegates, representing 23 trade unions and 1 trades union council, were appointed to attend the Conference, with 62 delegates registered and in attendance.

Throughout the weekend, 21 motions were debated under the following sections: protecting all LGBT+ rights, promoting LGBT+ equality, health, education, LGBT+ representation, and international LGBT+ rights. All motions were successfully carried. A copy of 2023 Conference Decisions can be obtained from the STUC.

The Conference elected Annette Drylie, GMB, and Gordon McFatter, UNISON, as Tellers. Scrutineers were not required as no ballots were scheduled.

STUC President, Mike Arnott, addressed Conference on the Saturday morning.

A discussion on Trans Rights and the GRR Bill took place on Saturday morning. Kris Hendry chaired the discussion with Patrick Harvie MSP, Florence Oulds (Scottish Trans Alliance) and Sarah Krasewitz (member of the STUC LGBT+ Committee) on the panel.

The discussion was followed by the TUC video 'Every trans person should join a union'.

Conference also heard from Dr Alexandra Anderson, Head of Let's Be Heard, about the Scottish Covid-19 Inquiry's listening project. Dr Anderson detailed the aims, scope and remit of the Inquiry and the proposed core engagement questions. The first phase of the project included national engagement activities from 23 May 2023 to 31 October 2023: with focused engagement activities during winter 2023 / 24 onwards.

Conference debated motions from sections on protecting all LGBT+ rights and health, education and LGBT+ representation, all of which were carried. The Committee supported Motion 17 'Improving LGBT+ Diversity' with a statement. The statement fully supported the aim of the Motion but noted that affiliates had a key role to play in identifying, encouraging, removing barriers, and supporting the most marginalised members to take an active part in their own union structures as well as the STUC LGBT+ Committee.

Two workshops took place during the Saturday afternoon: 'Political Education' and 'Taking Control of the Narrative'. Both were facilitated by members of the STUC LGBT+ Committee.

On the Sunday of Conference, delegates heard from Linda Somerville, STUC Deputy General Secretary.

This was followed by an International Session. Delegates heard from Raya Sherafatmanesh. Raya is an Iranian asylum seeker who, as a trans man, was forced to leave Iran. Raya spoke of his harrowing experience in his home country which forced Raya and his partner Shida to flee. Raya and Shida live in hotel accommodation provided for asylum seekers in Erskine where local trade unions and community members have been supporting hotel residents and protesting against far right groups.

A panel session 'Building a Global LGBT+ Movement' took place following Raya's speech. The panel session heard from Michael Craig, UNISON; and Selma Augestad, EIS and was chaired by Committee Vice Chair, Chrissy McKeag.

Conference thereafter debated motions on sections international LGBT+ rights, education and promoting LGBT+ equality. Again, all motions were successfully carried.

The following were elected by Conference:

STUC LGBT+ Workers' Committee

- Michael Craig, UNISON
- David Dick, Educational Institute of Scotland
- Jenny Douglas, Unite the Union
- Nathan Graham, Unite the Union
- Thomas Granger, GMB Scotland
- Nik James, NASUWT
- Sarah Krasewitz, Unite the Union
- Sophia Lycouris, University and College Union Scotland
- Chrissy McKeag, UNISON
- Tom Queen, Glasgow Trades Union Council
- Ciorstaidh Reichle, GMB Scotland
- Stewart Wakelam-Munro, Unite the Union

Following Conference, Ricky Markham, Aegis, was co-opted to the vacant General seat and Dawn Wilson, EIS, was co-opted to the vacant Women's seats.

Jenny Douglas and Stewart Wakelam-Munro (Unite the Union) were nominated to contest the election at the 2024 Congress for the General Council seats reserved for LGBT+ Workers.

Jenny Douglas and Stewart Wakelam-Munro (Unite the Union), Ciorstaidh Reichle and Thomas Granger (GMB), and Nik James (NASUWT) were elected as the LGBT+ Workers' Conference delegation to the 2024 Annual Congress.

The General Council appointed Tracy Gilbert and Elaine Dougall as its representatives on the LGBT+ Workers' Committee.

LGBT+ Workers' Committee 2023-2024

Following the LGBT+ Workers' Conference in May 2023, the LGBT+ Workers' Committee held a strategy session and developed a Workplan which was presented to, and endorsed by, the General Council.

Chrissy McKeag, UNISON, Chaired the Committee for the period with David Dick, EIS, Vice-Chair.

The overarching theme of this year's Workplan was to focus on 2024 as Year of LGBT Worker which incorporated several priority areas, including political education, LGBT+ network, Pride events and marches, care and social care, internationalism and sports, and cross-equalities and solidarity work.

Political Education

The Committee reviewed and collated a range of resources from affiliates and external organisations to assist with updating the STUC Trans Guide. The guide, a useful toolkit for trade union reps, is available to download from the STUC website.

During the year the subgroup applied for Scottish Union Learning funding to look at the history, past and present, of LGBT+ activism in Scotland. The initial bid was unsuccessful but the subgroup is considering submitting a second bid when funding applications open later this year.

LGBT+ Network

The Committee held two events during the year of reporting. The first event marked Trans Day of Remembrance and took place online on 20 November 2023. The event, chaired by Vice-Chair, David Dick, displayed a compilation video displaying the names of those who lost their lives over the past year. Committee member Sarah also shared her own story and outlined some of the challenges trans people face.

On 15 February 2024, the Committee held an event, as part of LGBT History Month, on discrimination in the workplace. The event was led by Committee Chair, Chrissy McKeag, with a presentation by Vice-Chair David Dick, outlining how to recognise LGBT+ discrimination in the workplace.

In February 2024, the Committee released a survey with the aim of gathering information on discrimination in the workplace. A workshop will be held at this year's LGBT+ Conference to share the results.

Pride Events and Marches

At the time of reporting the Committee's sub-group on Pride is currently reviewing and organising its support to 2024 Pride marches, events and activities throughout Scotland.

Care and Social Care

The Committee's views on LGBT+ discrimination within the care sector is filtered into the wider work of the STUC through Fair Work and the National Care Service (Scotland) Bill. The Bill is currently at Stage 1 and was debated in Parliament on 1 March 2024.

The Committee are actively monitoring the progress of the legal challenges around the gender recognition bill and the ban on conversion therapy. Representatives from the Committee also met with colleagues at the Irish TUC and plan to meet with the TUC and Wales TUC to discuss the Gender Recognition Reform Bill.

The Committee also supported the STUC's response to the Scottish Government's consultation on Ending Conversion Practices in Scotland.

Internationalism and Sports

At the time of reporting a meeting is being arranged with the Professional Footballers Association Scotland to raise concerns on the locations of past and future World Cups in relation to host countries records on equality and human rights; and to look at how best to advance and promote LGBT+ rights in Scottish Football.

Cross-Equalities and Solidarity Work

The Committee continues to build relationships with STUC Equalities Committees and support work on shared priority areas.



REPORT OF THE LGBT+ CONFERENCE

REPRESENTATIVES ON THE

GENERAL COUNCIL 2023/24

This report is given to the 13th Annual STUC LGBT+ Workers' Conference, taking place on Saturday 11 and Sunday 12 May 2024.

Jenny Douglas and Stewart Wakelam-Munro (Unite) were nominated to represent the LGBT+ Workers' Conference on the General Council for the term 2023 – 2024.

The General Council held an in-person strategy session on 6 and 7 June 2023. The General Council reflected on the previous year's priorities and achievements considering the challenges for affiliates and members as Scotland moved through the pandemic. The General Council agreed campaign priorities for the year ahead and held specific campaign development sessions.

Three key priority campaigns were identified from the Strategy sessions, these were adopted into the STUC Strategic Review outcomes document:

- Cost of Living/Pay
- Fair Care Scotland
- Just Transition/Green Jobs

At the strategy session and subsequent General Council meetings, the LGBT+ representatives spoke on the importance of equalities being reflected and included in the STUC's campaigns and strategies. The General Secretary informed the General Council that it is written into the review document the need to ensure that equalities are included and highlighted in terms of importance.

STUC Democracy: an in-depth review of all STUC democratic structures which includes Equalities work, functions and events is being implemented and a full report will be made available to the General Council.

It was reported from the STUC Youth Conference that concerns were raised regarding the lack of young women attending/being involved, it was agreed the STUC would look into this issue. General Council members were asked to assist by submitting/updating the names of those within their unions who hold responsibility for young members.

STUC organised sessions for the covid enquiry with a session focussed specifically on Equalities.

The LGBT+ representatives requested details of the Covid Equality session event and asked if it could be promoted to

improve the uptake of attendance which was low.

Throughout the year the LGBT+ representatives raised and discussed issues during the General Council sessions which related to LGBT+ workers / communities, we continued to support other General Council Equality members in their work and contributions.

Throughout the period of reporting the LGBT+ General Council members continued to highlight the work and concerns of the STUC LGBT+ Workers' Committee. Issues which had previously been raised on areas such as Gender Reform and Conversion Therapy Ban had to be brought back into the focus and attention of the General Council due to progress being stalled and/or delayed by Government(s) and the use of Section 35 stopping the progress on GRA Reform.

The LGBT+ General Council members contributed to the discussions on topics including hospitality workers' rights, Get Me Home Safe campaign, asylum, refugees, health and welfare, education, employment, housing, transport, cuts to services and funding.

The LGBT+ General Council members highlighted to the General Council the appalling comments on asylum seekers made by the Home Secretary; her remarks were inflammatory and would be used by far-right groups and parts of the media to generate fear, hate and division. To illustrate our concerns, we quoted her remarks that "LGBTQ+ persecution would not be enough for asylum claims".

During the 2023-2024 term the LGBT+ General Council members informed the General Council on events that were organised for or held on behalf of the LGBT+ workers and communities such as LGBT History month, Trans Day of Visibility, International Day Against Homophobia, Biphobia, Intersexism and Transphobia, Trans Day of Remembrance, and World Aids Day.

The LGBT+ General Council members advised on areas of work where appropriate and were invited to become involved in certain areas of work with the STUC and other relevant bodies.

The LGBT+ General Council members spoke on the possibility of a General Election and the need to be prepared to question and respond on equalities issues and the likely hood of an equalities manifesto.



For the LGBT+ Workers Committee this work is vital around the subject of Gender Reform Act and Conversion Therapy.

The latter part of the term was focused on the arrangements for the 2024 STUC Congress in Dundee.

In concluding this report, the LGBT+ General Council members wish to highlight the support and positive contributions that were received from General Council members on LGBT+ matters and to the continued hard work and support of the General Secretary and STUC staff who assist us in our role on behalf of the STUC LGBT+ workers and our communities.

And the LGBT+ General Council members would also like to extend a special thanks to outgoing Equality Policy Officer, Eireann McAuley, for all the support she has given during the last three years. And welcome the appointment of our new Equality Policy Officer, Rachel Thomson.



REPORT OF THE LGBT+ CONFERENCE

DELEGATION TO STUC CONGRESS

STUC LGBT+ Workers' Delegation:

- Jenny Douglas, Unite the Union
- Thomas Granger, GMB
- Nik James, NASUWT
- Ciorstaidh Reichle, GMB
- Stewart Wakelam-Munro, Unite the Union

The 127th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 15 to Wednesday 17 April 2024.

The theme of Congress for 2024 was 'Workers Winning Together' and was chaired by Mike Arnott (Dundee Trades Union Council) President of the STUC for the year 2023/2024. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council provided the Trades welcome.

Just under 350 delegates representing Trade Unions, Trades Union Councils and the Black Workers', LGBT+ Workers', Youth and Disabled Workers' Conferences attended Congress.

STUC Congress Speakers

Several guest speakers contributed to Congress over the three days providing fraternal greetings and keynote addresses.

These included:

- Councillor Bill Campbell, Lord Provost, Dundee City Council
- Stuart Fairweather, Chair, Dundee Trades Union Council
- Anas Sarwar, Leader of the Scottish Labour Party
- The First Minister of Scotland, Humza Yousaf
- Shavanah Taj, General Secretary, Wales TUC
- Lorna Glen, Chair of the STUC Women's Committee

An International session took place on the Tuesday afternoon on the crisis in Gaza. Congress heard contributions from guest speakers including Husam Zomlot, the Palestinian Ambassador to the UK and Shaher Saed, General Secretary of Palestinian General Federation of Trade Unions.

A Civic Reception, hosted by Dundee City Council, took place in the Caird Hall at the close of Congress on Monday 15 April.

Congress Reflection

The LGBT+ delegation worked well as a team and engaged with the STUC Black, Disabled and Young Workers' delegations. The Order of Business was carefully constructed which kept delegates engaged and resulted in a very productive Congress with most motions being carried unanimously.

The session on Gaza was particularly grounding and support to the people of Gaza was certainly overwhelming.

Speaking times were reduced on the Wednesday to allow all motions not taken on the Monday and Tuesday to be debated, as well as 7 Emergency Motions.

STUC Congress Awards

The STUC Union Rep Awards were presented by Humza Yousaf, First Minister of Scotland, on Monday 15 April, to:

Rachel Rogers, Kerry McCrone and Seona Hart of the Fire Brigades Union with the STUC Equality Award;

Dan Connolly and David Foote, Prospect reps at Babcock Marine in Rosyth with the STUC Organising Award;

Tony Bakhsh, a GMB Health and Safety Rep at North British Distillers, Muirhall with the STUC Frank Maguire Award for Health and Safety;

John McAlinden, Communication Workers' Union, with the Helen Dowie Award for Lifelong Learning; and

Ross Henderson, RMT, with the Learner of the Year Award.

Following presentation of the awards, the First Minister addressed Congress.

General Council Nominees for 2024/2025

The new General Council for 2024/2025 was elected at Annual Congress and Jenny Douglas and Stewart Wakelam-Munro were elected to serve as the LGBT+ Workers' representatives on the General Council until Congress 2025.

The LGBT+ Workers' Committee would like to thank Jenny and Stewart for their contributions to the General Council on behalf of LGBT+ workers.

STUC Motions to Congress

119 motions were put forward to the 2024 STUC Congress on a wide range of subject matters. The STUC LGBT+ Workers' Conference submitted two motions in line with

the Committee's Workplan priorities and emerging themes from the 2023 LGBT+ Workers' Conference, both of which were carried.

The first LGBT+ Conference Motion called on Congress to support a ban on conversion therapy in Scotland and to reject any attacks on the ban, including attempts to usurp its meaning and attack or delegitimise health and other support for trans people. The second LGBT+ Conference Motion commended the Scottish Government for lodging a petition with the Scottish Court of Session, seeking a judicial review of the UK Government's usage of Section 35 to block the GRR Bill and called on Congress to re-affirm its support of the GRR Bill to improve the lives of trans people; and express its concern at the misuse of Section 35 Orders and the undermining of Scottish devolution and democracy. Both motions are included at the end of this report.

The LGBT+ Congress representatives also spoke in support of the other STUC Equality Conference motions and participated in activity throughout the duration of Congress.

The General Council issued Statements on Palestine and Military Spending. A copy of the Statements can be obtained from the STUC.

Support Banning Conversion Therapy in Scotland

"That this Congress notes that in the 2022-2023 Programme for Government, the Scottish Government reaffirmed its commitment to introduce a Bill on ending conversion practices in Scotland and has subsequently launched a public consultation.

"Congress further notes that 'conversion therapy' or 'conversion practice' is an umbrella term referring to acts which intend to change and/or suppress someone's sexual orientation or gender identity; and that this so-called 'therapy' is rooted in an untrue and harmful historical supposition that LGBT+ people are sick, unwell, mentally ill or broken in some way.

"Congress acknowledges the decades-long and dedicated campaigning of the International LGBT+ movement who've fought for progress for LGBT+ people, and not to be routinely pathologised, nor subjected to harmful practices under the auspices of family, community, or religious belief.

"Congress is alarmed by recent political machinations, including from the UK Minister for Women and Equalities, to usurp the meaning of a possible conversion therapy ban, in order to negatively impact upon trans people's affirmations and access to necessary healthcare.

"Congress agrees that conversion therapy must be banned in Scotland and the need for trade union solidarity in the face of possible attacks on the conversion therapy consultation.

"Therefore, we call on the General Council and affiliates to:

- unequivocally support the campaign to ban conversion therapy; and
- reject any attacks on the conversion therapy ban, including attempts to usurp its meaning and attack or delegitimise health and other supports for trans people."

Misuse of Section 35 Orders for Attacking Progressive Change

"That this Congress notes that following cross-party support for the Gender Recognition Reform (Scotland) Bill by the Scottish Parliament in 2022, the UK Secretary of State for Scotland evoked a Section 35 Order to block the Bill from gaining royal assent and becoming law.

"Congress further notes that the GRR Bill was one of the most scrutinised pieces of legislation to come before the Scottish Parliament. By using a Section 35 Order the UK Government has blocked legislation on administrative reforms to ease access to Gender Recognition Certificates – something which will affect only a few thousand people wishing to marry and be buried with dignity.

"Congress is concerned at the implications this block and delay will have on the lives of trans people.

"Congress is further concerned at the misuse of Section 35 in recent times by the Secretary of State and the undermining of both Scottish democracy and devolution.

"Congress condemns any Westminster Government misusing their powers to attack progressive legislation.

"Congress commends the Scottish Government for lodging a petition with the Scottish Court of Session, seeking a judicial review of the UK Government's usage of Section 35 to block the GRR Bill, however, is extremely disappointed that the Scottish Government lost its court case against the UK Government.

"Congress calls on the General Council to:

- re-affirm its support of the GRR Bill to improve the lives of trans people; and
- express its concern at the misuse of Section 35 Orders and the undermining of Scottish devolution and democracy."



PAST CHAIRS OF THE STUC LGBT+ COMMITTEE

2012-14	Craig Cameron, Associated Society of Locomotive Engineers & Firemen
2014	Jenny Douglas, Unite the Union
2015	Graham Newport, Union of Shop, Distributive and Allied Workers
2016	Pam Currie, Educational Institute of Scotland
2017	Stewart Wakelam-Munro, Unite the Union
2018	Gillian Donaldson-Selby, Prospect
2019-21	Willie Docherty, UNISON
2022	Ciorstaidh Reichle, GMB Scotland
2023	Kris Hendry, Public & Commercial Services Union
2024	Chrissy McKeag, UNISON

CONSTITUTION OF THE STUC LGBT+ CONFERENCE

1. TITLE OF CONFERENCE

The Annual Conference of LGBT (Lesbian, Gay, Bisexual and Trans)+ Workers' representatives of Trades Unions and Trades Union Councils shall be known as the "Scottish TUC LGBT+ Workers' Conference".

2. DATE AND DURATION OF ANNUAL CONFERENCE

The Conference shall meet annually, normally in the months of May / June, over two days.

3. BASIS OF REPRESENTATION

Each organisation affiliated to the Scottish TUC shall be invited to appoint delegates who must self-define as non heterosexual and/or as someone whose gender identity is different to that assigned to them at birth. In addition, each affiliate may send officials to accompany its delegation. The basis of representation shall be as follows:

Trades Unions with membership:

- 6 delegates of up to 10,000

Trades Unions with membership of over 10,000:

- 6 delegates plus one for every 10,000 members or part thereof

Trades Union Councils:

- up to 3 delegates

4. LGBT+ WORKERS' COMMITTEE

There shall be an LGBT+ Workers' Committee composed as follows:

Trades Unions:

- 5 General seats
- 5 Women's seats
- 1 Trans seat

Trades Union Councils:

- 1 seat

The General Council shall appoint one female and one male representative to the LGBT+ Workers' Committee. The General Council members elected to the LGBT+ Seats on the STUC General Council and nominees from the STUC LGBT+ Workers' Conference for election to the LGBT+ Workers' Seats on the General Council – if they have not been elected to the Committee in any of the

above categories – shall be additional members of the Committee, with equal rights to all other members.

The General Secretary shall appoint the Secretary to the LGBT+ Workers' Committee.

The Trades Union and Trades Union Council places shall be elected by ballot of all delegations to the Conference. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie following the re-ballot the Chairperson shall have the casting vote.

Each Trades Union shall be entitled to nominate up to two candidates including at least one woman for election to the Trades Union Section of the Committee. Candidates must be members of the Union's delegation to the Conference.

Each Trades Union Council shall be entitled to nominate one candidate for election to the Trades Union Council Section of the Committee. The candidate must be a member of the Council's delegation to the Conference.

All nominations shall be submitted to the General Secretary of the Scottish TUC not later than four weeks before the assembling of Conference and a list of the names of candidates shall be circulated in the final Agenda to each delegate and affiliated organisation not later than two weeks before Conference assemblies.

The LGBT+ Workers' Committee shall elect from among its own number a Chairperson and Vice-Chairperson: the members appointed by the General Council shall not be eligible for election to these positions. The Chairperson shall alternate between genders at least every 2 years.

On the death or resignation of a member of the LGBT+ Workers' Committee, or should that year's Committee have vacant places, the Committee shall fill the vacancy by co-opting the highest unsuccessful eligible candidate.

In the event that vacant seats exist on the LGBT+ Workers' Committee following the Annual LGBT+ Workers' Conference in the General Seats; Women's Seats; Trans Seat and Trades Union Council Seat, the Secretary to the Committee shall write to affiliated Trades Unions and Trades Union Councils that have no elected members serving on the Committee to advise of the vacancies and the categories in which they exist, and to invite the nomination of one member for each of the vacancies.

Trades Unions with no elected members on the LGBT+ Workers' Committee shall be invited to nominate one member for any vacancy in the General Seats, Trans Seat and Women's Seats. Trades Union Councils with no elected members of the LGBT+ Workers' Committee will be invited to nominate one member for any vacancy in the Trades Union Council Seat.

Where there are more nominations received than there are vacancies existing in any of the above four categories, the successful nomination will be decided by the LGBT+ Workers' Committee by ballot.

Co-opted members shall have full voting rights.

Conduct of Elected LGBT+ Workers' Committee Members

If at any time there appears to the General Council to be justification for an investigation into the conduct of an elected member of the Committee on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the STUC President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation.

In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee. The Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President, or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition

of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee.

The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the LGBT+ Workers' Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

The Committee shall prepare a Report of its work for submission to the Conference and shall include in it a record of attendance of members at Committee meetings.

5. DELEGATION TO ANNUAL CONGRESS

The LGBT+ Workers' Conference send a delegation of not more than six representatives to attend the Annual Congress of the Scottish TUC. Two delegation places will be automatically reserved for the LGBT+ Workers' Conference nominees for the LGBT+ Workers' Seats on the General Council.

The remaining four places on the delegation shall be elected by the LGBT+ Workers' Conference. At least two of the elected members must be women and at least one must be trans. Each affiliated Trades Union and Trades Union Council shall be invited to nominate two members for election to the delegation. A Trades Union or Trades Union Council which nominates more than one candidate must nominate at least one woman. Nominees must be

delegates to the Annual LGBT+ Workers' Conference.

All nominations shall be submitted to the General Secretary of the Scottish TUC not later than four weeks before the assembling of the LGBT+ Workers' Conference and a list of the names of candidates shall be circulated in the final Agenda to each delegate and affiliated organisation not later than two weeks before Conference assemblies.

Voting shall be by ballot. Each delegation shall be entitled to cast four votes but no delegation can vote more than once for any one candidate. The nominees obtaining the highest vote shall be elected, respecting the requirement that at least two of those elected must be women and at least one must be trans.

In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

On the death or resignation of a member of the LGBT+ Workers' Delegation to Annual Congress, or should a vacancy arise following the Conference elections, the Committee shall fill the vacancy by co-opting the highest unsuccessful eligible candidate.

6. NOMINEES FOR LGBT+ WORKERS' SEATS ON THE STUC GENERAL COUNCIL

The LGBT+ Workers' Conference shall elect nominees to stand for election at the Annual Congress for the LGBT+ Workers' Seats on the General Council. Each affiliated Trades Union and Trades Union Council shall be invited to nominate one member for the General Seat and one for the Seat reserved for a Woman. Nominees must be delegates to the LGBT+ Workers' Conference and nominees for the LGBT+ Workers' Conference Delegation to Annual Congress.

Voting will be by ballot. Each delegation shall be entitled to cast its votes for one candidate in each Section. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie following the re-ballot, the Chairperson shall have the casting vote.

7. VOTING

Each delegation shall be entitled to vote according to the number of delegates registered and in attendance at 12.00 noon on the first day of Conference.

The Scrutineers appointed at Conference will verify and witness the votes allocated to each affiliated Trades Union or Trades Union Council. Ballot papers will be circulated to delegation leaders at the afternoon break on the first day of Conference and completed ballot papers will be placed in the ballot box located in the Conference Hall by 10.00 am on the second day of Conference.

The election of the LGBT+ Workers' Committee and the LGBT+ Workers' Delegation to Annual Congress shall be by ballot. All other voting shall be by show of hands, except where a card vote is called.

8. MOTIONS

a) Motions for the Annual Conference Agenda (not exceeding two from each affiliated organisation and not exceeding 300 words) must be signed by the Secretary of the organisation submitting them and must reach the General Secretary of the Scottish TUC at least ten weeks before the date of the Annual Conference. The LGBT+ Workers' Committee shall be entitled to submit two motions for the Annual Conference Agenda.

b) Such motions shall be sent to each affiliated Trades Union and Trades Union Council entitled to be represented at the Conference as soon as possible after the closing date for their submission. The competence of motions and the order in which they shall appear on the Agenda for the LGBT+ Workers' Conference will be decided by the LGBT+ Workers' Committee.

c) All amendments to the motions submitted by affiliated organisations (not exceeding two from each body and not exceeding 50 words) must reach the General Secretary of the Scottish TUC by a date to be decided by the LGBT+ Workers' Committee. Such amendments must be signed by the Secretary of the organisation submitting them. The LGBT+ Workers' Committee shall be entitled to submit two amendments to motions submitted for the Annual Conference Agenda.

d) Notwithstanding the aforementioned provisions, the LGBT+ Workers' Committee or any affiliated organisations shall be permitted to submit emergency motions for consideration by the delegates to the Annual Conference. Any emergency motions submitted for the Conference will require to be signed by an appropriate official (Secretary, Chairperson or Delegation Leader) of the originating organisation, prior to, or immediately following the opening of Conference. Such motions must be submitted no later than 3.00 pm on the first day of the Conference.

The competence of emergency motions will be decided by the LGBT+ Workers' Committee and the Chairperson of the Conference shall decide if and when they shall be discussed by Conference.

9. CHILDCARE FACILITIES

Appropriate childcare facilities for the children of delegates shall be available, if requested. Any such request shall be made in writing at least three weeks in advance of the opening of Conference.

10. STANDING ORDERS

Hours of meeting:

First Day	10.00 am – 1.00 pm 2.00 pm – 5.15 pm
Second Day	10.00 am – 1.30 pm



Conference Chairperson

The Conference will be presided over by the Chairperson of the LGBT+ Workers' Committee. In the absence of the Chairperson, the Committee shall appoint another member of the Committee to take the Chair at the Conference.

Appointment of Tellers and Scrutineers

Three Scrutineers and four Tellers shall be appointed by delegates at the start of the Annual Conference.

Limitation of Speakers

No more than eight minutes shall be allowed for the mover of a motion and no more than four minutes for each subsequent speaker.

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

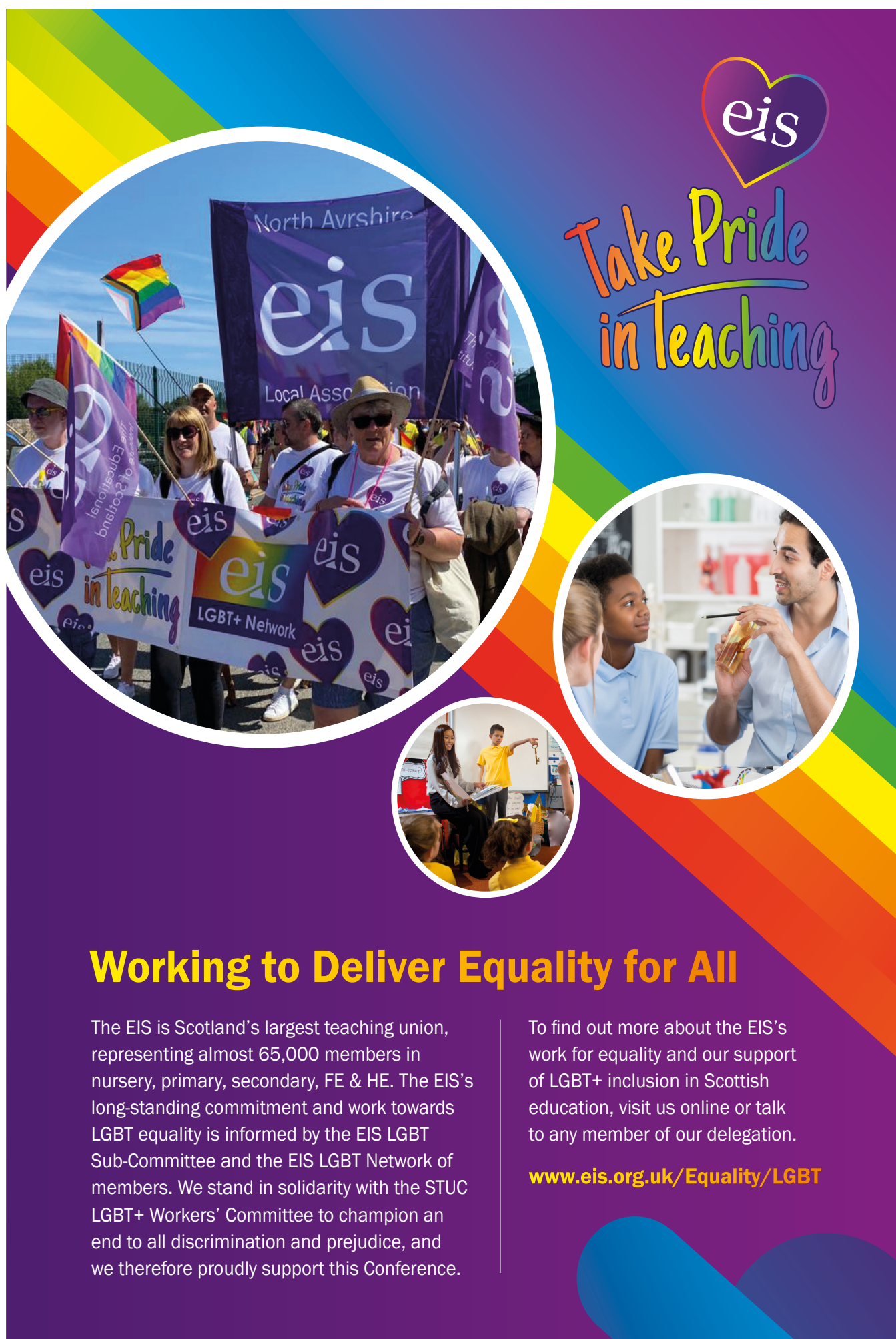
The mover shall be allowed five minutes to reply to a discussion on the motion concerned, if speeches against the motion have been made but no new matter may be introduced into such a reply. Delegates shall vote on a motion immediately after the mover has replied.


Suspension of Standing Orders

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


Chairperson's Ruling


The Chairperson's ruling may only be overturned by a vote of at least two-thirds of delegates to the Annual Conference who are present and voting.






Take Pride in Teaching







Working to Deliver Equality for All

The EIS is Scotland's largest teaching union, representing almost 65,000 members in nursery, primary, secondary, FE & HE. The EIS's long-standing commitment and work towards LGBT equality is informed by the EIS LGBT Sub-Committee and the EIS LGBT Network of members. We stand in solidarity with the STUC LGBT+ Workers' Committee to champion an end to all discrimination and prejudice, and we therefore proudly support this Conference.

To find out more about the EIS's work for equality and our support of LGBT+ inclusion in Scottish education, visit us online or talk to any member of our delegation.

www.eis.org.uk/Equality/LGBT



*Solidarity
to all at*

STUC

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