UNISON
Lothian Health Branch

Lothian Health LGBT+ NEWSLETTER #2

A warm welcome to our second LGBT+ newsletter. This newsletter is being sent to all memebers of our self organised group (SOG). Check in regularly with our website page for news, events and campaigns around the vital work that the LGBT+SOG does on our behalf https://unisonlothianhealth.org/

STUC LGBT+ WORKERS' CONFERENCE - Delegates from UNISON and a wide range of unions attended the 13th Annual STUC LGBT+ Workers Conference on Saturday 11th and Sunday 12th May at the Golden Jubilee Conference Hotel in Clydebank.

If you would like to get more involved please contact our LGBT+ Officer Stewart Young on 07977 246 899 or email: stewart.young@nhslothian.scot.nhs.uk

NDC 2024 -RULE CHANGE

Cassie Greenford supporting Rule change D – Regional Representatives

“This rule change calls for the term ‘male’ to be replaced with ‘general’ to allow non-binary members to be fairly represented within our union. For non-binary members to have these rule changes and to be represented in the rule book is absolutely for the best. It is absolutely needed and it’s what we deserve.

Non binary and gender diverse members can now stand for regional NEC seats - it's a massive leap for LGBT+ equality!

TRANS ALLY TRAINING - This short online workshop has been written together with the LGBT+ national self-organised group and trans caucus and is for both UNISON activists and members. Several thousand activists have benefitted from this training so far. Thanks to Watty Gaffeny, Chrissy McKeag and Michael Craig for delivering this thought provoking training session at Newhailes in June.

NEXT SOCIAL - 26TH SEPTEMBER 2024

Our third LGBT+ SOG Social will be an opportunity for you to meet with folk from across the branch. The social will take place on at the café/bar within the Premier Inn, 44 York Place, Edinburgh, EH1 3HU. We plan to meet from 7 pm on Thursday 26th September 2024. If you are able to attend please can text or call Stewart Young on 07977 246 899 or email stewart.young@nhslothian.scot.nhs.uk

PRIDE EDINBURGH

PRIDE EDINBURGH - Lothain Health Branch in collaboration with colleagues from across Scotland attended another highly successful march and a well-attended festival. We had the opportunity to join UNISON colleagues at the stalls in McEwan Hall, providing advice, merchandise and attracting a lot of interest from members and potential members. We had a very busy stall throughout the afternoon with many people happy to pose for a photograph.

Another fantastic pride!
By Robert Pollock

SEVEN SITES AND COUNTING -
Our LGBT+ Officer Stewart Young, launched the Year of the LGBT+ Worker in NHS Lothian in February.

Three more sites to go -
Astley Ainslie Hospital 18/09/24
Royal Edinburgh Hospital 16/10/24
Lauriston Building 22/11/24.

Drop in and say hello!

By Stewart Young

Celebrating 2024
Year of LGBT+ workers

UNISON
Lothian Health Branch

Scan the code below to join UNISON

Our colleague Stewart Young has tabled a motion to be moved at the UNSION LGBT+ annual conference to take place in Edinburgh 8th-10th November 2024

Conference motion

Support and understanding for our LGBT+ Neurodiverse Members

This conference recognises the significant challenges faced by neurodivergent individuals, particularly within the LGBT+ community. With over 140,000 people awaiting autism assessments in England as of December 2022 a 40% increase in one year and 86% waiting over 13 weeks, urgent action is needed.

Neurodiversity is more prevalent amongst our LGBT+ members, and this intersectionality can result in greater issues and challenges in the workplace.

Conference, we know that our LGBT+ members can face unfair treatment at work, can experience greater workplace conflict and harassment, and that we, at times do not feel psychologically safe in our workplaces. We further know that our neurodivergent members often face discrimination and challenges due to how we are perceived as being different by neurotypical workplaces.

These challenges can be compounded for our members who identify as both LGBT+ and neurodivergent. It's crucial for workplaces to foster an inclusive environment and provide the necessary resources and support for all employees. This includes implementing inclusive policies, handling conflict and harassment with sensitivity, and building awareness of the specific experiences and needs of LGBT+ and neurodivergent workers.

We call on the National LGBT+ Committee to work with the National Disabled Members Committee and other relevant parts on UNISON to build a campaign to:

1. Improve access to neurodiversity assessment and advocate for the NHS to meet NICE guidelines, ensuring no one waits over three months.
2. There are increased resources to expand assessment, and support services.

We further call on the National LGBT+ Committee to work with other relevant parts of UNISON to:

3. Review any UNISON guidance and identify any gaps and develop new guidance and resources which will assists branches and activists in supporting our LGBT+ neurodivergent members in the workplace