



**2024**

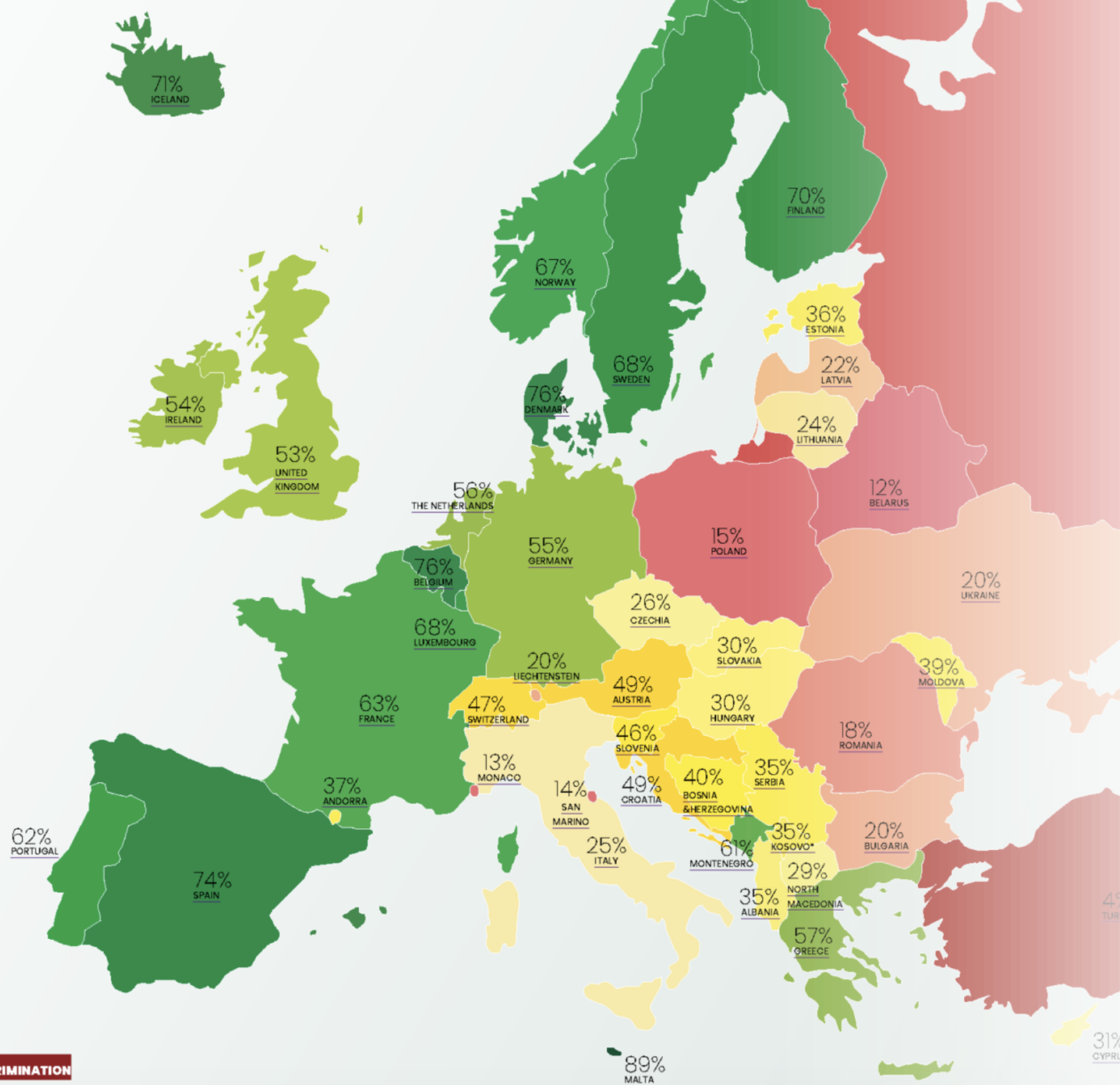
**Celebrating the  
Year of LGBT+ Workers**

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## We have a lot to celebrate!

- Our LGBT+ members have had a long, proud history within UNISON and our predecessor unions
- This year marks 50 years since establishment of NALGAY in NALGO.
- In that 50 years, we have come a long way. We have progressively become more inclusive. In 2019, we added the '+'.





# But we can't be complacent...

The UK has fallen from first in 2015 to 17<sup>th</sup> last year in the ILGA Europe rankings for top LGBT+-friendly countries.

ILGA Europe highlighted:

- Sending Asylum seekers to Rwanda will endanger LGBT+ asylum seekers.
- The law passed on conversion therapy excludes Gender identity.
- Gender-affirming healthcare is inconsistent.
- Trans-inclusive education is non-existent.
- The rise in anti-Trans rhetoric.



And in some ways, we are going backwards...



**In the year ending March 2023**

- **Transphobic hate crime saw a rise of 11% on the previous year to 4,732, and an increase of 110% since 2019.**
- **Homophobic hate crimes fell by 6% to 24,102 but showed a rise of 30% since 2021, and a 70% rise since 2019.**
- **Transphobic hate crimes are less likely to result in a charge or court summons.**
- **21% of hate crime offences relating to Gender identity or sexual orientation involve violence against the person.**

# What do we want to achieve?



- The majority of UNISON branches running a trans ally training session in 2024
- Only ¼ of UNISON branches have an LGBT+ officer – we need more! We want to see at least 40% of branches have one by the end of 2024.
- Negotiate inclusive policies in workplaces – we have our trans equality model policy and a checklist for you to assess if your workplace policies are inclusive for LGBT+ workers.
- More young LGBT+ people getting involved in our self-organised group through the national young LGBT+ network.
- Grow our regional LGBT+ SOGs and increase activism.

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# What can you do?

- **Encourage your branch to elect an LGBT+ officer**
- **Do the trans ally training - either through your region or advocate your branch holds a session**
- **Use our policy checklist to make sure your workplace policies are inclusive of LGBT+ workers**
- **Negotiate our trans model policy**
- **Talk to LGBT+ non-members in your workplace about joining and getting involved in our SOG – this is the year to promote our work!**
- **Celebrate days of LGBT+ visibility throughout the year in your branch or workplace – these are excellent recruitment opportunities!**
- **Use our presentations to educate your colleagues – we have our UNISON LGBT+ history presentation, Black LGBT+ presentation and why International LGBT+ work matters presentation all on our website.**
- **Get your branch to support your local Pride and use it as a way to engage with potential UNISON members.**





## Celebrating 2024 Year of LGBT+ workers

It's UNISON's year of LGBT+ workers. We want all our workplaces to be as inclusive as possible – so let's use this year to make sure our workplaces policies are as inclusive as they can be.

We have created a check list of what your policies should include for LGBT+ inclusion. If you are missing any of these, check out our factsheets, which will provide further information (links below). We are also encouraging members to submit these forms to national office, so we can track where our workplaces are at for LGBT+ inclusion.

### Branch

- ☐ We have a LGBT+ branch officer.
- ☐ Our LGBT+ branch officer has done the UNISON LGBT+ branch officer training.
- ☐ We have run a trans ally training session within our branch.
- ☐ We ensure LGBT+ representation when negotiating with our employer.

### Workplace policies

- ☐ Our equality policy, equality objectives and equality impact assessment process explicitly include sexual orientation and gender identity.
- ☐ Our workplace has an equality statement on sexual orientation and gender identity.
- ☐ Our workplace policies make specific reference to bi+ workers, as well as lesbian, gay and trans workers and references tackling bi+-phobia, as well as homophobia and transphobia.
- ☐ Our harassment policy includes a confidential route for making complaints.
- ☐ Our family friendly work/life balance policies are inclusive for people with non-traditional families, and they can be assessed without having to jump through hoops to prove entitlement or jeopardise confidentiality.
- ☐ Our working abroad policy references health and safety of LGBT+ workers.
- ☐ Our equality policies are regularly reviewed and training is put in place for workers and managers.
- ☐ Our workplace allows time off for trade union LGBT+ activities.
- ☐ Our workplace training includes LGBT+ awareness and issues.



### Trans, non-binary and gender diverse policies

- ☐ We have a transitioning in the workplace or gender reassignment policy.
- ☐ We have a trans, non-binary and gender diverse equality policy that covers more than just transitioning at work policy.
- ☐ Our trans, non-binary and gender diverse policy has a statement of commitment to trans, non-binary and gender diverse inclusion.
- ☐ Our policy contains definitions of people whose gender identity differs from their sex assigned at birth.
- ☐ Our policy contains information on legal protections that trans, non-binary and gender diverse people have, including respecting confidentiality.
- ☐ Our policy sets out information on trans, non-binary and gender diverse equality in recruitment.
- ☐ Our policy stipulates where to go and what will happen if someone experiences or witnesses transphobic discrimination.
- ☐ Our policy details how trans, non-binary and gender diverse equality will be promoted and monitored in the organisation.
- ☐ Our policy provides detailed information on support for an employee transitioning at work.

### Your details

Name

Branch

Workplace

Please send this form to [out@unison.co.uk](mailto:out@unison.co.uk) so we can monitor how inclusive our workplaces are so we can better target our organising efforts.

Thanks for taking the time to check your policies. If you have any questions, please get in touch with [out@unison.co.uk](mailto:out@unison.co.uk)

Submit form

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## Proposed rule Changes at National Delegate Conference

### **LGBT+ committee proposed rule change:**

Getting rid of gendered regional NEC seats (Rule D 2.2.1)

### **NEC proposed rule change:**

Getting rid of unnecessary gendered language in the rule book



# Resources – we have loads!

All can be found via  
[www.unison.org.uk/out](http://www.unison.org.uk/out)



Lesbian, gay and bisexual workers' rights

Transgender workers' rights

Model Trans equality policy

Model statement on sexual orientation and gender identity equality

Intersex equality

LGBT+ members working abroad

Bi plus – a trade union issue

Gender Equality non-binary inclusion

Workforce monitoring for sexual orientation and gender identity factsheet

Why pronouns are important

Bi+ Ally

LGBT+ issues on the international stage

Reform of the Gender Recognition act

UNISON LGBT+ History

Intersectionality

Why pronouns are important

Advice for LGBT+ retired members

Becoming a branch LGBT+ officer in UNISON

Setting up a branch LGBT+ group

# UNISON Scotland LGBT+ Padlet for resources

UNISON Scotland LGBT+ • 2d

**UNISON Scotland LGBT+**

Place for all shared information about our SOG committee and the work we undertake

### Your LGBT+ Committee



- Watty Gaffney - Co-Convenor
- Kay Marie Hughes - Co-Convenor
- Matt Valenti - Secretary
- Michael Craig - National Rep
- Ann Cameron Burns - National Rep
- Anita Hall
- Stuart Cooper
- Chrissy McKeag
- Hugh Learmonth

### Committee Constitution - Roles and Responsibilities



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**Information**

The role of the Committee is to work with National LGBT+ committee to action work and policy driven by the democratic decisions at National LGBT+ Conference made by you, the members. We also address local issues and organise campaigns as appropriate on matters affecting LGBT+ people across Scotland.

### Year of LGBT+ Worker



**Information**

UNISON president Libby Nolan addressed the union's LGBT+ conference in Liverpool last weekend for the launch of the Year of LGBT+ Workers in 2024 and pledged: "I look forward to working with you to make this the best year possible. We have seen the Tories' relentless attacks on trans, non-binary and gender diverse people and their rights. I'm not going to peddle the same myths that members of the Tory party are happy to spout – it's unfair to draw attention to it. But

### Planned events for Year of LGBT+ Workers

| Date            | Event                            | Location  | Time       |
|-----------------|----------------------------------|-----------|------------|
| 10th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 11th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 12th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 13th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 14th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 15th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 16th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 17th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 18th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 19th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 20th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 21st March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 22nd March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 23rd March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 24th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 25th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 26th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 27th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 28th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 29th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 30th March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |
| 31st March 2024 | UNISON Scotland LGBT+ Conference | Liverpool | 10am - 4pm |

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YOLGBTW work plan 2024

**Information**

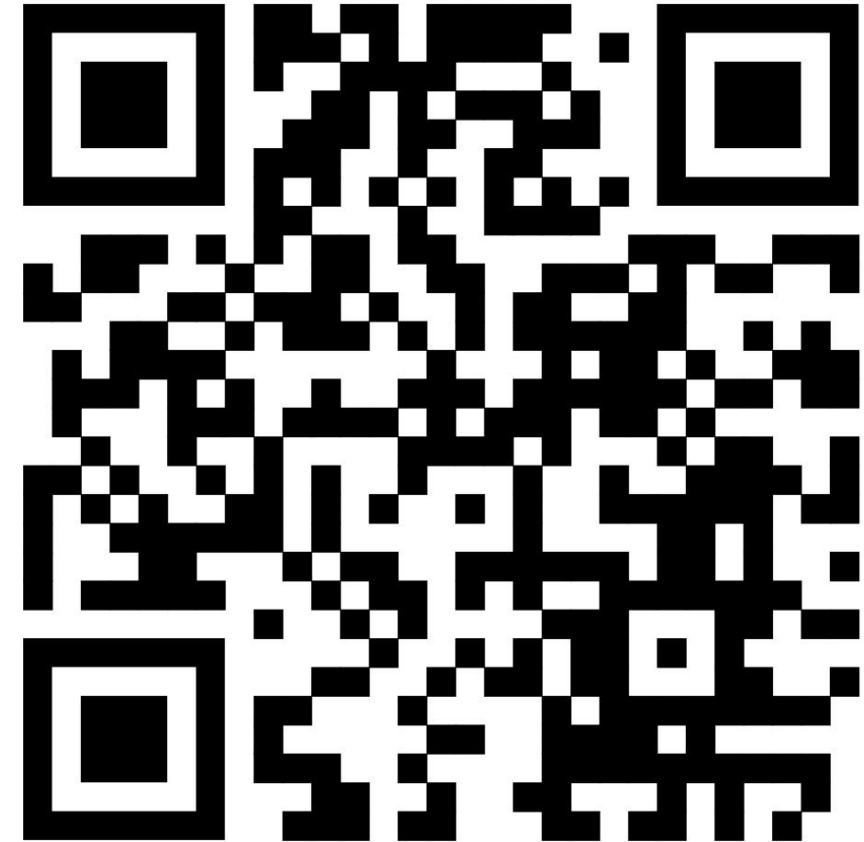
We will continually update the calendar attached to reflect the events we plan to hold across branches, our union, and in the community.

**Added information**

if you are holding an event we would love to hear from you.

**further information**

If you would like to undertake



<https://padlet.com/UNISONscotLGBTplus>

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What can you do to make your workplace more inclusive in the year of LGBT+ workers?



**I can make my  
workplace more  
LGBT+ inclusive  
by...**





# Celebrating 2024 Year of LGBT+ workers



