



LGBT+ e-bulletin

March 2024

UNISON Year of LGBT+ Workers - our launches were fantastic!

What a February it's been for UNISON LGBT+ members! Throughout the month, regional LGBT+ self-organised groups held their year of LGBT+ workers launches and training sessions. It was great to see so many members attend these events and wanting to become active in the year of LGBT+ workers. Here is a selection of photos from the regional events!



Materials for the year – we have loads

We have a plethora of materials to help you celebrate UNISON's year of LGBT+ workers.

We are encouraging all branches to fill in the [LGBT+ policy checklist](#) to see if your workplace policies are LGBT+ inclusive.

And we have a [range of materials](#) for you to use throughout the year for branded merchandise.

All of our factsheets, model policies and guidance can be found on the [LGBT+ pages](#) of UNISON's website.

If you're not part of your regional LGBT+ SOG, [join it now!](#) There's never been a better time to get involved in your regional LGBT+ group.

If you're a young LGBT+ member – [join our network!](#) We have over 300 members now part of this network. We'll be meeting again soon, so register your interest now.



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.

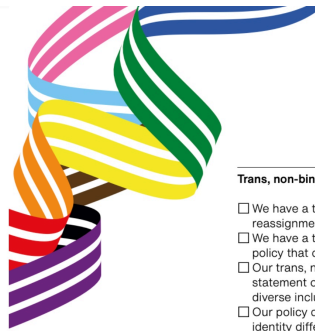
We have created a check list of what your policies should include for LGBT+ inclusion. If you are missing any of these, check out our factsheets, which will provide further information (links below). We are also encouraging members to submit these forms to national office, so we can track where our workplaces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

[Submit form](#)



Printed and published by UNISON, UNISON Centre, 130 Euston Road, London NW1 2AY
CU/January 2024/27716

Doing good work in your region and branch? Let us know.....

We would love to know your plans to celebrate UNISON's year of LGBT+ workers. Let us know so we can promote the great work you are doing in your branch or region to feature in the next e-bulletin! Tag us via our social media accounts:

- Facebook [UNISON LGBT+](#)
- X (formerly Twitter) [@UNISONLGBTplus](#)
- Instagram [@unisonlgbtplus](#)
- Threads [@unisonlgbtplus@threads.net](#)

or [email us](#)

Upcoming network meetings

Network meetings are a great way to meet other LGBT+ activists and get involved in the UNISON LGBT+ self-organised group. If you identify as disabled LGBT+, Black LGBT+, Bi+ or trans, non-binary and gender diverse, come along! All meetings will be hybrid. However, for those that do attend in-person, you're travel costs will be met by UNISON.

This year, all our network meetings are in July and are being held in Northern regional office in Newcastle.

Black LGBT+ network meeting Thursday 11 July, 10.30am – 1pm. [Register here](#)

Disabled LGBT+ network meeting Thursday 11 July, 2pm– 4.30pm. [Register here](#)

Trans, non-binary & gender diverse network meeting: Friday 12 July, 10.30am – 1.30pm. [Register here](#)

Bi+ network meeting: Friday 12 July, 2pm – 4.30pm. [Register here](#).

If you have any questions about the network meetings or would like to be sent a registration form, please [email us](#).

#ICan'tStand – why a rule change is needed for our non-binary and gender diverse members at the 2024 National Delegate Conference

The national LGBT+ committee has submitted a rule change to this year's National Delegate Conference (NDC) on rule D 2.2.1. As it currently reads, regional National Executive Council (NEC) seats can only be taken up with at least 1 female and 1 male. This means that if you identify as non-binary or in another way, you cannot stand for a regional NEC seat. We think this is unfair. The national LGBT+ committee is proposing to change the reserved 1 male seat to a general seat, so all our members have a chance to stand for our NEC.

We won't know if our proposed rule change makes it onto the agenda until next week. However, if you are a non-binary or gender diverse member and want to be involved in our campaign, [please get in touch](#).

We'll be looking for volunteers to help us with this campaign.

We also need LGBT+ members to speak about the importance of this rule change within their branches before NDC to make sure we get this rule change gets carried.

Please [contact us](#) to find out what you can do in your branch.

2024 LGBT+ conference – start getting ready!

This year's LGBT+ conference will be in Edinburgh and will take place on 8 – 10 November.

Registrations will soon open, so talk to your branch now if you want to attend conference. If you aren't sure how to go about becoming a delegate to conference, we have a [handy guide](#).

If you want to submit a motion to this year's conference, start talking about your ideas to your branch and regional self-organised group. Motions need to be submitted by 12noon on 19 July.



UNISON's ACE/Aromantic network

Last week, we held UNISON's first ACE/Aromantic network meeting! We discussed everything from ACE/Aro people not being covered by the Equality Act 2010, discrimination in healthcare and discrimination and harassment in the workplace. We are now working on a range of materials to help UNISON members better understand ACE/Aromantic identities and how to be a good ally.

If you identify as ACE/Aro, get involved and [join the network](#). We are planning to meet again in June 2024.

We need to be general election ready – register to vote now!

We desperately need a change of government in the UK. Soon you will get a chance to have your voice heard through a general election. While we haven't got a date yet, we need to be general election ready for when one is called. If you haven't registered to vote, now is the time to do it. Please register here: <https://www.gov.uk/register-to-vote>

Happy Ramadan 2024! Know your rights at work

During this important holy period for Muslims, UNISON reminds both workers and employers that it is within the Equality Act 2010 for all employers to ensure flexible working and provide reasonable adjustments for workers wishing to observe Ramadan, which includes fasting, prayers, charity and reflecting on the Quran.

More information is on the [UNISON Website](#)