

**2024 TUC LGBT+
Conference
Preliminary
Agenda**

Motions

P1 Safety of Rwanda (Asylum and Immigration) Bill – Campaigning to end deportation

Conference notes with grave concern the government's intent to deport asylum seekers to Rwanda.

Conference condemns comments by then Home Secretary Suella Braverman in September 2023 at the American Enterprise Institute conference: "We will not be able to sustain an asylum system if in effect, simply being gay, or a woman, or fearful of discrimination in your country of origin, is sufficient to qualify for protection."

Rwanda does not have any laws making it illegal to be LGBT+. However attacks and persecution within the country make it an unsafe place for someone to be LGBT+.

Conference also notes that the neighbouring country of Uganda introduced the Anti-Homosexuality Act in 2023, which included potentially the death penalty for those convicted of 'aggravated homosexuality'. There are 64 countries that still have laws that criminalise homosexuality, nearly half of which are in Africa.

Conference rejects any notion that being gay is not grounds to seek asylum.

Conference believes deporting people who identify as LGBT+ to Rwanda places them at risk of persecution.

Conference calls on the TUC LGBT+ Committee and the TUC General Council to continue to campaign to challenge the UK government's plan to deport any asylum seekers to Rwanda.

FBU

P2 Solidarity with Uganda's LGBT+ community

Conference notes that for many years Uganda's government has been extremely hostile to lesbian, gay, bisexual, trans and plus (LGBT+) people.

Uganda's penal code already had a punishment of life imprisonment for consensual same-sex intimacy. The new law criminalising same sex conduct, creates new crimes such as the "promotion of homosexuality" and introduces the death penalty for several acts considered as "aggravated homosexuality." It also increases the prison sentence for attempted same-sex conduct to 10 years.

Violence and discrimination against LGBT+ people is already prevalent in Uganda. Ugandan police have carried out mass arrests at LGBT+ events and venues, at homeless shelters on spurious grounds, and forced some detainees to undergo degrading anal examinations. The new law will curtail access to health services and undermine continent-wide efforts to control the rate of HIV and Aids.

Conference we call on the TUC LGBT+ Committee to:

- i) Seek appropriate ways to show solidarity with Ugandan LGBT+ organisations.

- ii) Work with Rainbow Migration and other appropriate organisations to lobby the Home Office to take urgent steps to improve the ways in which it deals with LGBT+ asylum seekers and refugees.
- iii) Seek to lobby the Labour Party to raise these issues.

UNISON

P3 Support for LGBTQIA+ people internationally

As of the end of 2023, gay sex is a criminal offence in at least 66 countries. That's down from 72 just two years prior, and over 90 in the year 2000. It is expected that the long-term downward trend will continue into 2024.

A further 64 countries globally still do not allow marriage between people of the same sex.

Many countries criminalising relationships between people of the same sex give lengthy prison sentences to people who they deem to have broken the law. Horrifyingly, in some countries, being LGBTQIA+ can lead to the death penalty.

Congress, we must stand with all LGBTQIA+ people across the globe who are facing discrimination, victimisation and prison time simply because of their sexual orientation.

We call on the TUC LGBT+ committee to:

Continue their support of international LGBTQIA+ colleagues by working with international unions

Encourage UK unions to support international LGBTQIA+ workers and highlight the horrific issues faced globally

CSP

P4 Overseas working for LGBT+ people

The LGBT+ community is seeing increasing hostility from countries they must visit for work. From the anti-LGBT+ areas in Europe, the growing rhetoric from the US, to the 64 countries that still criminalise homosexuality, LGBT+ people are at risk solely from travelling to do their jobs.

As part of a global workforce, many people are being sent overseas for work projects. This has specific health and safety implications for the LGBT+ community – from the mental anguish of having to go back into the closet, to accessing necessary drugs and prescriptions, to risk of persecution or imprisonment.

Refusing to travel could put careers at risk: losing promotion opportunities, turning down paying jobs (particularly for self-employed workers), reducing future prospects. Agreeing to travel could put lives at risk.

This motion instructs conference to:

- i) Provide guidance for UK based LGBT+ workers on their rights and protection overseas, with a focus on safety (both mental and physical)

- ii) Create a template risk assessment for employers and workers, focusing on the safety of LGBT+ people working abroad; and
- iii) Campaign in solidarity with overseas unions to ensure the protection of all LGBT+ workers regardless of country.

Prospect

P5 Action on hate crimes

Conference notes:

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

We believe that transphobia biphobia and homophobia are key gateways to the ideology of the far right today and must be specifically challenged by our movement.

We call on the TUC to recognise and promote the importance of challenging homophobia, biphobia and transphobia in

- a) Trade Union political education on the far right.
- b) TUC campaigns on fighting fascism.

We call upon the TUC to defend all LGBT+ workers from the actions of far right organisations that attack LGBT+ events including Prides, Drag Storytimes, and groups supporting trans inclusion.

We also call on the TUC to ensure that we speak out when LGBT+ rights are under threat across the world, and that LGBT+ voices are included.

NHBCSA

P6 Hate speech – changing the narrative

Conference notes with increasing concern the growing prevalence of hate speech on social media, the media in general and beyond, seemingly with impunity.

Conference condemns the toxic nature of the language and narrative used by senior members of the Westminster Government, in its fight against so-called 'culture wars'.

Conference believes that such language 'borders' on hate speech and only serves to drive the agenda of the far-right and perpetuate myths and stereotypes around minority and vulnerable groups.

Conference is extremely concerned about the impact the Government's anti-trans agenda has had on attitudes towards trans people, with trans hate crime continuing to rise each year.

Conference is further concerned about the impact of this anti-trans agenda on pupils and staff in schools and colleges who are trans and non-binary.

Conference asserts that such harmful narratives will further expose such pupils and staff to further bullying, harassment and hate language.

Conference calls on the TUC to continue to challenge all forms of anti-trans narratives and hate speech by:

- i) Robustly challenging any government policies or guidance that promote anti-trans narratives;
- ii) Providing/facilitating training for affiliates on difficult/challenging conversations on securing LGBTI equality; and
- iii) Promoting, supporting and celebrating allyship for LGBTI communities.

NASUWT

P7 Fighting the Far-Right to Defend LGBT+ Rights

Conference notes:

- i) The upsurge in hate crimes against LGBT+ people especially those resulting from the current torrent of transphobia in political and civil life in the UK.
- ii) That LGBT+ civil rights are increasingly under attack from authoritarian nationalists and reactionary religious organisations across the world.
- iii) 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.

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

We call on the TUC to recognise and promote the importance of challenging homophobia, biphobia and transphobia through both trade union political education on the far right and TUC campaigns on fighting fascism.

We call upon the TUC to defend all LGBT+ workers from the actions of far-right organisations that attack LGBT+ events including Prides, Drag Storytimes, and groups supporting trans inclusion.

We also call on the TUC to ensure that we speak out when LGBT+ rights are under threat across the world.

RMT

P8 Oppose LGBT+ prejudice

Conference notes:

- i) The deteriorating situation for LGBT+ people across the UK including an alarming and continuous rise in anti-LGBT+ hate crime.
- ii) The opposition's current failure to defend trans rights: failing to commit to GRA reform, not opposing moves to ban trans people's access to same sex wards and leaving transphobia within its own ranks unchallenged.

Conference believes:

- a) The government's attempts to use the public sector as a testbed for its 'war on woke' has endangered LGBT+ people and led to policies policing access to workplace bathrooms, and attacks on education workers supporting LGBT+ children.
- b) The normalisation of anti-trans narratives is being used to drive a reactionary agenda against LGBT+ people.
- c) LGBT+ workers are feeling increasingly insecure and unsafe in the workplace as a result.

Conference calls on the TUC to:

- 1) Organise more initiatives like Trans and non-binary support Network to promote intersectional working alongside allies within the trade union movement.
- 2) Widely encourage union attendance at Trans Pride to increase awareness and combat the normalisation of anti-LGBT+ ideologies and practices within the UK.
- 3) Hold Labour to account on its trans rights position and push for policy commitments defending trans rights and GRA reform.

PCS

P9 Interventions of the UN Special Rapporteur for Violence Against Women on trans rights in the UK

Conference;

- i) 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;
- ii) Recalls her intervention in the Gender Recognition Reform (Scotland) Bill (GRR), where she perpetuated harmful tropes about trans people;
- iii) Recognises that this damaging, transphobic language from a senior UN representative has been weaponised by the UK government and inflamed public discourse, putting Union members at risk, both transgender and cisgender; Gender identity notwithstanding, this situation has proven especially dangerous for Equity members performing as drag artists;

- iv) Acknowledges that the transphobic discourse in the UK that the UN Special Rapporteur has contributed to, has become an issue of worker health and safety.

Calls, therefore, on the TUC to lobby the next government to:

- a) Disregard the interventions of the UN Special Rapporteur on the issue of trans rights in the UK;
- b) 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.

Equity

P10 Protecting LGBT+ Access to Healthcare

Earlier this year, it was reported in the alternative media that government funding to assess LGBT+ access to NHS services had been withdrawn. LGBT+ patients are typically less likely to seek healthcare and have worse health outcomes than their cishet counterparts, and supporting these patients in accessing the care they need is vital.

At time of writing, this story has not been widely publicised by the government or mainstream media, and validating the story has been challenging. In light of the government's anti-LGBT+ stance, it would be fair to assume that withdrawal of funding to support LGBT+ healthcare would be something they would wish to publicise, and the covert nature of this move raises questions as to their motives and future plans.

Conference calls upon the committee to:

- i) Challenge the government on the reasons behind this withdrawal of services
- ii) Ensure that services to support LGBT+ people in accessing healthcare are available
- iii) Act to prevent further erosion of LGBT+ services in healthcare and related fields.

RCPod

P11 Ending HIV discrimination

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 generate high levels of stigma and discrimination that 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.

Raising awareness of the facts about HIV tackles stigma and removes the fear that often surrounds

the virus. This in turn makes accessing testing and living with HIV easier.

Conference asks the TUC, in consultation with the TUC LGBT+ and Disabled Workers Committees to:

- i) Encourage Unions to take action to tackle HIV stigma and discrimination.
- ii) Support the work Unions are doing to end HIV discrimination in the workplace.
- iii) Lobby Government to deliver on its commitments in the England HIV Action Plan.

Usdaw

P12 Trans Health Rights

Conference notes with deep concern that Trans people in the UK now face in some areas a wait of more than 50 years for Gender Identity Clinics.

According to researchers just under 40,000 patients were having to wait for Trans healthcare as of March 2023. Such delays have in some cases resulted in Trans people taking their own lives or being forced to leave the UK in seek of treatment elsewhere.

Conference notes the NHS has a statutory duty to ensure that 92% of patients referred for non-urgent care start treatment within 18 weeks.

Conference further notes the High Court ruling in January 2023 which dismissed claims by trans healthcare campaigners that "extreme" waiting times meant the NHS was behaving unlawfully and deplors the travesty of the trans health care system.

Conference therefore calls on the incoming LGBT+ Committee to campaign for:

- i) Doctors and healthcare professionals to receive standards of education and training so that they can provide primary care to trans people.
- ii) Trans medical care to be brought into mainstream health care.
- iii) For any positive reforms to the Gender Recognition Act include the points above.

CWU

P13 LGBTQ+ Musicians

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:

- i) Almost a quarter of trans musicians said they are not out at work.
- ii) Over half reported experiencing discrimination based on their gender identity but only a third reported it.
- iii) 43% of LGBTQ+ musicians reported low mental wellbeing.

- iv) 90% of those who reported low mental wellbeing also reported experiencing or witnessing discrimination.

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

Conference call on the TUC to:

- a) Continue to tackle the root causes of transphobia.
- b) Challenge anti-trans rhetoric and promote authentic, positive perceptions of trans people.
- c) Lobby for funding for culturally relevant mental health services for LGBTQ+ people.
- d) Support affiliates to stand their ground in the face of anti-trans backlash.
- e) Lobby government to extend the protections in the Equality Act 2010 to all freelance workers.

MU

P14 Campaigning for and defending LGBT+ Rights

Conference notes with concern that:

- i) Conversion therapy has still not been banned, despite government promises;
- ii) The Conservative government explicitly refuses to ban conversion therapy particularly targeted at trans people despite the relative prevalence of such therapies;
- iii) There are continued physical, political, and social attacks on trans and non-binary people;
- iv) Trans and non-binary rights including self-identity are a wedge issue in the 2024 General Election;
- v) Government guidance for schools in England encourages schools to mis-gender trans and non-binary students and to out gender-questioning children to their parents;
- vi) This guidance places demands on education workers that are incompatible with their support for students;
- vii) The Labour party has patchy commitment to trans and non-binary rights.

Conference calls for the TUC to:

- a) Campaign for ending all forms of conversion therapy.
- b) Promote trans and non-binary rights in the workplace;
- c) Produce guidance on trans and non-binary rights in the workplace based on good practice in all nations of the UK;
- d) Campaign to replace the current guidance for schools and colleges in England with trans and non-binary inclusive guidance;

- e) Support teachers and other education workers to promote the welfare of all LGBT+ students

UCU

P15 Monitoring threats to trans and non-binary rights in the workplace

Conference notes the TUC and particularly LGBT+ Committee's determined defence of trans and non-binary workers' rights, including through the Trade Unions for Trans Rights Network.

Conference further notes that inclusive, progressive workplace policies - on every aspect of work life, including bullying and harassment – are crucial in enabling trans and non-binary workers to thrive.

In recent years we have seen the Tory government and individual employers, including the Civil Service, attempting to make regressive changes to policies which threaten the right of trans and non-binary workers to work without harassment. This is on top of threatened changes to support for trans children in schools, which have a second-hand impact on trans and non-binary schools workers.

Conference calls on the TUC LGBT+ Committee to:

Establish an ongoing audit of employers' attempts to make regressive changes to workplace policies, along with providing support for individual unions responding to these attempts.

GMB

P16 Celebrating LGBT+ history and protecting LGBT+ futures

Conference deplores that, 21 years after the repeal of Section 28, the current Government wants to drag us back decades.

Conference asserts that the DfE's draft guidance on gender-questioning children signals a desire to revisit the past and invoke culture wars rather than invest in our futures.

Conference denounces the worrying trend in Government policy to:

- i) wilfully misinterpret equalities legislation
- ii) undermine trans and non-binary identities; and
- iii) stoke division across communities rather than build equality.

Conference believes LGBT+ inclusion in schools is foundational to an equitable education for our modern, diverse society and should include:

- a) Inclusive Relationships and Sex education
- b) LGBT+ inclusion embedded across the curriculum
- c) Celebration of LGBT+ history month; and

- d) Rights for LGBT+ students and staff.

Conference instructs the TUC to:

- 1) Support cross-union partnerships, to share evidence, policy recommendations and good practice
- 2) Provide trade union education programmes on LGBT+ and trade union history and the connections
- 3) Assert the importance of the inclusion of LGBT+ people in the development of legislation that will affect them; and
- 4) Encourage trade unionists to vote for LGBT+ inclusion in the general election.

NEU

P17 Supporting LGBT young people and staff in our schools

Congress notes the increased media rhetoric around trans rights and gender-questioning individuals recently; and recognises the need for improved education and support across workplaces and society to address this cultural backslide.

In this context, Congress notes the draft guidance for schools and colleges in England, regarding gender questioning children, published by the UK government. We are concerned by extended delays to publishing; and that despite a prolonged drafting period, Barnardo's, the NSPCC and the Children's Society have all highlighted a lack of engagement with children and young people throughout.

Further, Congress believes the lack of any case studies or background legislation means the guidance as drafted fails in its own primary aim - to provide practical advice for education staff to meet their legal duties. And that, by failing to differentiate between differing ages and stages at all, the guidance fails to meet the needs of any child in our education system.

Congress calls on the TUC to:

- i) Campaign for a review of this inadequate guidance before formal publication, which includes:
 - a. proper engagement with children's charities and LGBT organisations.
 - b. substantive case studies and age-relevant guidance, to provide clarity for education staff supporting LGBT young people.

Community

P18 Labour Party support for the trans community

Conference believes that The Labour Party has always been at the forefront of LGBT+ rights, this includes introducing multiple pieces of legislation bringing us closer to equality for the trans community.

Conference welcomes the Labour Party's commitment to ban conversion therapy in all forms and the promises to modernise and simplify gender recognition law however we are

disappointed that the proposals retain a medical model which requires a diagnosis of gender dysphoria.

The Party has also backed away from many debates and conversations around trans rights generally.

The Labour Party must be the party of equality, fairness, and respect.

Conference therefore asks the TUC LGBT+ Committee to lobby the Labour Party to:

- i) Create a definition of transphobia and an NEC code of conduct that is applicable to all members taking a zero-tolerance stance on transphobia in the party.
- ii) Re-commit to an all-inclusive ban on conversion therapy.
- iii) Move away from the medical model of identification committing to implementing a self-identification model.
- iv) Create a plan for trans healthcare.
- v) Make clear that all elected Labour representatives have a duty to represent all communities and that transphobia in any form is not acceptable.

Aslef

P19 Ban Conversion Therapy Now

Congress opposes conversion therapy and condemns government's continued delays to introduce a full ban.

Conversion therapy is little more than psychological torture. It is designed to break a person's psyche, destroy their self-esteem, and force them to repress the fundamental elements of their identity. This practice is not supported by the medical and scientific community.

Congress recognises and applauds the tireless campaigning by LGBT+ workers for a full and complete ban on conversion therapy by pressing the government to fulfil its promise.

Trade unions have been at the forefront of the fight to ban this abhorrent practice, and it is time we stepped up our activity.

Congress calls on the TUC General Council with all TUC affiliates and the LGBT+ Committee to continue and enhance their campaigns to:

- i) Demand that the UK government makes conversion therapy illegal and acts to protect vulnerable people through:
 - a. A full and complete ban on conversion therapy
 - b. The removal of loopholes and exclusions
- ii) Ensure the future Labour government fulfils its promise to implement a full, trans+- inclusive, ban on all forms of conversion therapy.

Unite

P20 Decline of the LGBTQ+ media

Conference deplores the decline of LGBTQ+ media with the recent closures of gal-dem and The Pink Paper, plus cuts at Pink News.

Pink News had put nine roles at risk of redundancy, including three editorial positions. The online newspaper employed 76 people in August last year with 41 responsible for content. It has cut seven roles since then; however, some new jobs have been created. Conference notes that Pink News reported profit before tax of £1.5m in the year to 31 December 2022.

Numerous publishers have been hit by algorithm changes at Facebook, Google and X pivoting away from news, which is particularly egregious to LGBTQ+ publishers whose audiences are often found on social media channels.

Conference applauds news organisations, such as the BBC, for having a correspondent dedicated to stories about LGBTQ+ communities, giving them a voice.

When so many within our communities feel under threat, not least because of the so-called war on woke and attacks on trans communities and other vulnerable groups, Conference calls on the TUC LGBTQ+ committee to campaign for a strong, diverse LGBTQ+ media with dedicated reporters, and fight against the erosion of jobs at a time when these voices matter most.

NUJ

P21 The Impact of Artificial Intelligence on LGBTQ+ Workers

Our community is woefully underrepresented in IT and STEM subjects - where the biggest job growth is likely to be when AI really takes hold. The lack of LGBTQ+ workers involved in the decision-making algorithms of the future have already created systems with a number of built-in bias and discriminations which must be addressed.

The pace of change has ramped up significantly and we believe more needs to be done to prepare for its impact on LGBTQ+ workers. Future proofing our workforce is essential to ensure LGBTQ+ workers are positioned to fully participate and take advantage of opportunities presented in the new world of AI. We must not rely on the whims of the establishment to ensure our inclusion.

We call on the TUC to work with employers and the UK Government to ensure LGBTQ+ workers are not left behind. We must ensure that the opportunities and benefits created by AI are available to our community and that this new technology reduces inequality in the workplace by building a diverse and inclusive approach into our responses to Artificial Intelligence.

Aegis