

TUC LGBT+ Conference 2023

Preliminary Agenda

Motions

Composite 1: Trans rights should not be weaponised

Conference believes that in recent years trans rights have become a political football for all major parties in the UK. The most recent examples being the issuing of a Section 35 notice by the Tory government to block Scotland's Gender Recognition Reform (Scotland) Bill and the recent advice from EHRC suggesting ways in which the right-wing government can strip trans rights from the Equality Act 2010, affecting both women's rights and gut the powers of the Gender Recognition Act 2004.

Conference condemns the decision by the Westminster Government to intervene and interfere with the democratic decision-making process with regards to the rights and freedoms of devolved administrations. The government in Scotland debated extensively the implications of reform of the Gender Recognition Act and reached a majority consensus.

The Westminster Government have had no in-depth debate and have acted in a manner highly prejudicial to the rights of Trans people. The rhetoric on the debate continues to seek to portray members of the Trans community as dangerous.

We must be more mindful that at the centre of these political spats are trans people whose daily lives are significantly impacted by political policy and legislation such as the quasi-judicial processes to legally change gender, the lack of provision for gender recognition clinics and rising hate crime.

With some studies, showing that up to 89% of trans people have thought about suicide, the decisions being taken by politicians can literally be the difference between life and death.

This conference condemns the position of the Westminster Government to weaponise Trans Rights in order to create active hostility. This conference rejects such notion and commits to continuing to support our Trans community.

This conference therefore reiterates its commitment to campaign vigorously for the rights of trans and non-binary people and for universal reform of the GRA.

We call on the TUC LGBT+ Committee to:

- i. Continue to lobby government in relation to this injustice and continue to challenge the attacks on Trans Equality.
- ii. Use all means necessary to ensure that the voices of trans and non-binary communities are heard in debates affecting their rights within both the trade union movement and political spheres and work with allies in the LGBT+ community to build on the foundations of the Trade Unions for Trans Rights Network.

Mover: FBU

Seconder: ASLEF

Composite 2: Protect Trans and Non-Binary Rights

Conference notes:

With deep concern that the UK Government prevented the Gender Recognition Reform bill passed by the Scottish Parliament from going for Royal Assent, using (for the first time) section 35 of the Scotland Act 1998.

The Scottish Parliament overwhelmingly passed this progressive bill with over 65% of MSPs from all parties supporting it.

The bill would have removed barriers for people to legally change their gender by allowing for self-identification.

In the 25 years since devolution no UK government has taken this step until now.

Conference notes the UK Govt's statement to restrict trans+ and non-binary people's ability to have their Gender Recognition certificate recognised in the UK if it has been issued by countries who allow self-identification.

On the 16/1/23 a high court, to challenge the long waiting times experienced by trans+ people seeking help from the NHS, was rejected.

Conference believes:

People should be supported through transition and self-identification (regardless of medicalised process)

Transphobia cannot go unchallenged, and the TUC should challenge it

The TUC has responsibility to trans and non-binary workers to respond strongly to attacks on their rights

LGBT+ people should have rights to live free from discrimination.

This Conference stands in solidarity with all Trans+ and non-binary people from the attacks on their being from the UK State.

We condemn the proposals by Kemi Badenoch in February to 'clarify' the Equality Act 2010 and amend the current definition of sex, which would remove decades long rights protections from discrimination for trans people. We also condemn the collusion of the EHRC in this. We welcome the letter from Paul Nowak in response making clear the TUC commitment to oppose these proposals.

Conference calls on the TUC LGBT+ committee

To strengthen solidarity with trans and nonbinary workers in hosting an online event focusing on international progress toward trans and non-binary self-identity, and inclusion within unions and in wider society.

To support union affiliates in becoming more trans and non-binary inclusive

To commend Scottish Parliament for this action and provide vocal support for such change to happen across the whole UK.

Continue to highlight the impact of the onslaught on trans and non-binary people's lives.

Continue to work alongside the STUC LGBT+ Committee, LGBT+ Labour and other grass roots organisations to support and protect Trans+ and non-binary people's lives.

Support efforts, as far as practicable, to overturn the Section 35 Order.

Work with appropriate decision makers to prevent the continued erosion of Trans+ and non-binary people's lives.

Mover: GMB

Secunder: UCU

2 LGBTQIA+ Workers and the Cost-of-Living Crisis

In the wake of the cost-of-living crisis LGBTQIA+ workers are facing greater levels of discrimination, pay gaps and workplace sexual harassment.

According to TUC research, around seven out ten LGBTQIA+ workers have experienced at least one type of sexual harassment at work, with a further one in eight having been seriously sexually assaulted in the workplace.

TUC research has also revealed that employers lack the know how to support LGBTQIA+ workers, with 21% of workplaces not having policies in place to support LGBTQIA+ employees.

Additionally, the LGBTQIA+ pay gap is currently 16%, meaning that workers are bringing home £6700 less than non LGBTQIA+ workers.

We are calling on the TUC to work with unions to:

- i) Continue to support the work of the #thisisnotworking campaign, to tackle workplace sexual harassment and hold the government to account in bringing the agreed 2021 changes to the law to give employees greater protections from workplace sexual harassment.
- ii) Work with employers and unions to campaign for
 - a. Mandatory LGBTQIA+ pay gap reporting
 - b. Increased support for LGBTQIA+ people at work by acting with employers to increase protections and lead by example in policies supporting LGBTQIA+ workers.

Chartered Society of Physiotherapy

3 Conversion Therapy

Conference believes that conversion therapy has no place in our society.

Conference notes 2019 research which found more than half of those who attempted to change their sexual orientation experienced mental health issues and less than a third had gone on to lead a happy life.

Conference notes the government's failure to yet deliver a comprehensive ban on conversion therapy, and its previous abandonment of legislation that would have protected transgender and non-binary people from this practice.

Conference further notes that the government's previous proposals for a ban on conversion therapy fell short because they featured a loophole for 'informed consent', did not adequately cover religious based conversion therapy, and fails to address conversion therapy of bisexual people.

Conference welcomes Michelle Donelan's statement that a draft bill to ban conversion practice will protect everyone including those targeted on the basis of their sexuality or being transgender but wants to ensure that the bill does not suffer from the same loopholes and limitations as the previous draft.

Conference calls upon the TUC to scrutinize the draft legislation when published and lobby the government to institute a comprehensive ban on conversion therapy which fully bans conversion practices for all LGBT+ people.

Community

4 Russia LGBT+ Attacks

Conference deplores the accelerating attacks on LGBT+ rights in Russia fuelled by authoritarian nationalism and reactionary faith-based homophobia, biphobia, transphobia and misogyny. ILGA Europe currently rates Russia as 46th out of 49 countries for LGBT+ rights. We note:

- i) The expansion of the 2013 prohibition on the promotion of LGBT+ 'propaganda' to minors to all adults in 2022 in the State Duma by a unanimous vote.
- ii) The frequent attacks on Pride marches from far-right groups.
- iii) Persistent faith-based hate speech from leaders of the Russian Orthodox Church, including the Patriarch of Moscow - Archbishop Kirill.

The continuing harassment of LGBT+ and feminist activists and the recent imprisonment of Masha Alekhina and Rita Flores.

We call on the TUC to:

- a) Back international campaigns supporting LGBT+ rights in Russia.

- b) Recognise homophobia, biphobia and transphobia as key areas of far-right activity in Russia.
- c) Support campaigns to free women, LGBT+ people and representatives from ethnic minorities imprisoned by Putin's regime.

Communication Workers Union

5 Stronger protections for workers undergoing gender affirmation

Equity's LGBT+ Committee stands in solidarity with all trans workers, including those undergoing gender affirmation. The committee recognises the need for government, employers and trade unions to strengthen legal protections for trans and non-binary workers, believing that the current protections for workers needing time off to undergo gender affirmation, including hormone replacement therapy, require clarification and enforcement.

Equity LGBT+ Committee asks conference to note that almost half of trans people report being bullied or harassed at work, according to TUC research, and that workplace discrimination and stress can be heightened during periods of gender affirmation. The legislation allowing absences from work because of gender affirmation is convoluted and requires further clarity: While absence from work for 'gender reassignment' may be protected under the Equality Act 2020, it is unclear that this is widely recognised in workplaces.

Equity's LGBT+ Committee calls on conference to:

- i) Mandate the General Council and the TUC LGBT+ Committee to identify a package of stronger protections for trans and non-binary workers, including guarantees for workers undergoing gender affirmation.
- ii) Encourage affiliated unions to address this in their industrial agreements with employers.
- iii) Oppose groups which seek to roll-back the existing rights of trans people.

Equity

8 Trans & Non-binary Inclusion

Conference is concerned that a recent [YouGov survey](#) found that 65% of respondents hide their trans status at work, compared to 52% five years ago.

The poll also found that 32% had experienced discrimination at work, and more than 43% had quit because their work environment was unwelcoming. Considering that national and global resistance to LGBT+ rights have increased, with a particular focus on trans and non-binary communities, this is unsurprising.

Barriers to inclusion and unsafe workplaces arise from a lack of visibility and positive narratives about trans and non-binary people's lives and experiences.

Trans and non-binary workers deserve to be treated with respect and dignity and the trade union movement plays a pivotal role in creating safe and inclusive workplaces for trans and non-binary workers.

Conference calls on the TUC to:

- i. Continue to challenge organisations that seek to create hostility for trans and non-binary people.
- ii. Raise awareness of and support MHFA England's Whole Self campaign which addresses the negative impact on mental health caused by hiding parts of one's identities or life.
- iii. Work with other unions to create best practice guides, that include freelancers, for workplaces and employers to create safer workplaces for LGBT+ workers.

Musicians' Union

9 Standing Up for why inclusion is good for everyone

Conference deplores the right-wing press narratives against wokeness which give credibility to alt-right activists.

Conference agrees that the challenges against wokeness are diverting the media discourse away from the cost-of-living crisis. LGBT+ workers are less likely to feel able to be out in the workplace when job security is at risk and keeping in work essential.

Conference believes that the social media anti-wokeness campaign empowers far right activists to legitimise their behaviours such as anti-LGBT+ 'banter' in the staff room and other workplaces.

Conference notes that the NEU LGBT+ Educators survey found that in many workplaces LGBT+ staff hid or concealed who they were at work for fear of being mistreated. The survey report called for LGBT+ training for staff and an embedded and inclusive LGBT+ curriculum.

Conference calls on the TUC to:

- i) Offer a training course for affiliates on challenging the anti-woke narrative
- ii) Produce, in partnership with affiliates, a workplace guide on challenging anti-woke narratives
- iii) Run a social media campaign challenging the anti-woke narrative which is damaging the lives of LGBT+ workers and all oppressed groups.

National Education Union

10 LGBTI Rights are Human Rights

Conference asserts that education at all levels has a key role to play in challenging prejudice and hatred.

Conference condemns the rise of the far right and the impact of right-wing extremist influencers on the right-wing media and Government policy.

Conference fears that the proposed UK Bill of Rights will make it more difficult for human rights to be enforced in UK law, both by marginalising the domestic influence of the European Court of Human Rights and by limiting the capacity of domestic courts to uphold Convention rights.

Conference believes the Bill of Rights could lead to the decimation of hard-fought rights for LGBTI people, as the Government continues to pursue the anti-equality vote.

Conference calls on the TUC to:

- (i) work with affiliates and grassroots organisations to challenge hatred and intolerance at all levels;
- (ii) campaign vigorously against the UK Bill of Rights and the removal of the jurisdiction of the European Court of Human Rights and
- (iii) provide training for activists to enable them to take part in 'difficult' conversations, in order to challenge the far-right narrative of hatred and intolerance.

NASUWT

Composite 3 (motion 11 and amendment) Protecting Equality in the Workplace

Equality Reps are a key resource for members in the workplace – offering specialist help, advice, and support to members in need and assisting in the development of equality policies.

Equality reps often play an important role in resolving workplace disputes before they escalate into formal tribunals. LGBT+ people are likely to need the specialist support provided by an Equality Rep in dealing with unfair treatment of LGBT+ people at work. In the last 5 years there has been a significant increase in employment tribunal claims relating to sexual orientation. The time equality reps spend on their duties has a corresponding impact on how effective they can be in tackling the representation gap for LGBT+ people at work. However, in most workplaces Equality Reps do not have access to facility time to undertake their duties. This lack of facility time can even impact the training opportunities offered to Equality Reps, further hampering their ability to undertake this key role.

This motion instructs conference to campaign for a statutory duty giving equality reps the same right to take time out for their union duties as shop stewards and safety reps and given access to adequate training to fulfil their role.

Prospect

Amendment

Insert new paragraph three:

“Equality Reps/Officers can also be a resource within trade unions too. We need to ensure that our branches and regions lead by good practice, promoting equality for all through organising, collective bargaining and training.”

After “This motion instructs conference” insert:

“to encourage affiliated trade unions to establish the role of equality reps/officers within their ranks and”

RMT

12 Lack of Research into the effects of gender fluidity on foot health

Workers need appropriate footwear to carry out their jobs safely, free from pain and minimising risk of long-term damage to their feet. It is well established that male and female feet function differently and their footwear requires different construction to accommodate this. However, little to no research has been conducted into the impact of gender fluidity or transition into the biomechanical function of feet and the footwear that accommodate them.

There are distinct physiological changes caused by gender fluidity and transition that are likely to impact the footwear required to adequately protect workers’ feet at various points on the gender spectrum. Centre of gravity, distance between feet during walking and gait patterns can all be affected by gender, and hormonal changes have been shown to impact musculoskeletal function through changes to muscular strength and pliability of tendons and ligaments. Lack of research into the impact of gender fluidity and transition on biomechanical function means that inappropriate footwear is putting the foot health of trans workers at risk.

We call on the LGBT+ committee to work with relevant stakeholders to encourage research into this issue so that it can be properly pursued as a workplace and health and safety issue.

Royal College of Podiatry

Composite 4 (motion 13 and amendment) Tackling the Global Rise of LGBT+ Hate

That Conference abhors the growing tide of anti LGBT+ attitudes and hate being observed around the world, partly fueled by social media and amplified by the right-wing media under the guise of ‘culture wars’.

That Conference recognises warnings that the deliberate misinformation spread around GRA reform has now bled into attacks against the wider LGBT+ community. This was evidenced by:

- i) the recent Government petition to remove LGBT+ issues from RSE receiving over 100,000 signatures,

- ii) the ongoing attacks against LGBT+ artists, notably drag queens leading to loss of income for many, primarily LGBT+ artists or the return of Section 28 style language aimed at LGBT+ people and allies.

That Conference also recognises the increasing hostility overseas, such as the wide range of anti LGBT+ legislation being introduced in several US states, as well as the continued criminalisation of LGBT+ people around the world.

That Conference calls on the TUC LGBT+ Committee to:

- a) Launch a workplace campaign against the rising tide of LGBT+ hate, working with the General Council to encourage affiliates participation
- b) Work with international colleagues to reaffirm our ongoing support and discuss how our movement continues to support their own campaigning for LGBT+ equality.

PCS

Amendment

After point b, insert new action point c:

“Ensure that work to challenge far right ideology reflects the fact that trans, non-binary and gender diverse people are a key target of far right hate and incorporate this into the work of the new trans rights network.”

Unison

Amendment

Add new point “iii) the EHRC’s continued anti-trans agenda, including their comments on the definition of sex in the Equality Act”

Add to end of ‘that conference also recognises... - “including Uganda’s Anti-Homosexuality Bill and spread of ‘LGBT+ free zones’ elsewhere.”

Add new point b), re-letter onward - “b) To recognise the global scale of attacks on LGBT+ people requires global action by”

New point c) (currently b) - replace ‘Work’ with ‘Working’

UCU

14 International LGBT+ Rights

This conference notes with concern that the International Federation of Association Football (FIFA) decided to hold the 2022 World Cup in Qatar.

This decision attracted significant criticism, with concerns raised over the country's criminalisation of the LGBT+ community, along with their appalling treatment of migrant workers and women's rights.

FIFA have repeatedly stated that they recognise their role in challenging discrimination, and this is unequivocally incorporated into their rules. They have taken this further by hosting diversity conferences and giving awards for groups who promote equality.

This made their decision to hold the 2022 World Cup in Qatar all the more galling, backed up by their threats of yellow cards to players who wore "one love" armbands as protest.

Conference notes that FIFA cynically chose to ignore its own rules and the plight of the LGBT+ community in Qatar. Conference therefore calls for a campaign to demand that FIFA and other international sport organising bodies only hold events in countries that have equality as a basic human right in law.

RMT

15 Fighting the Cuts to LGBT+ Community Services

Any reduction to public spending has always had a disproportional impact on LGBT+ people.

Austerity measures have driven voluntary and community organisations to reduce vital services that protect people who need it most - funding has dropped by 34% since 2010 and in some cases, charitable organisations have seen a 50% reduction.

Many specialist services such as mental health services, drug and alcohol dependency support, housing support etc are already grossly under resourced, and an unprecedented high cost of living has seen increased need for these services whilst simultaneously funding is reduced.

Many of these services are funded by the public purse and many LGBT+ people depend upon them to be available when needed. Cuts to these services continue to put many lives at risk.

Institutional homophobia, biphobia, transphobia fear and prejudice all play a significant part in the decisions to cut important services needed by LGBT+ people.

We are on the edge! We are being denied visibility and made to feel that our needs do not matter in mainstream society, that we are not worthy of investment, promotion, or provision.

We call upon the TUC and affiliates to continue to campaign against further cuts to the LGBT+ community services.

Unite the Union

17 2024 Year of LGBT+ workers

2024 is the 50th anniversary of the setting up of NALGAY, the lesbian and gay network in NALGO, one of UNISON's predecessor unions.

In 1974, a letter from NALGO member Howard Hyman was published in the NALGO newspaper issuing a very inclusive invitation to members to contact him if they were interested in forming a group in the union. The people who contacted him decided to form NALGAY. This was ground-breaking and helped to lead to the first lesbian and gay self-organised group in a trade union.

UNISON LGBT+ Conference 2022 agreed that UNISON should celebrate this anniversary and make 2024 the UNISON year of LGBT+ workers. This will raise awareness of LGBT+ rights throughout the union, challenge discrimination, and recruit and grow LGBT+ activists. It will also plan for embedding action on LGBT+ issues into the union at all levels, so achieving a legacy.

Conference believes that a 'TUC year of LGBT+ workers' would provide a great opportunity to promote and demonstrate the trade union movement's support and action for LGBT+ equality across its intersectionality's.

It calls on the TUC to make 2024 the TUC year of LGBT+ workers and on affiliates to support this initiative.

UNISON

18 Tackling Unequal Health Outcomes

Conference is deeply concerned by the disproportionately worse health outcomes experienced by LGBT+ people. Overwhelmingly healthcare professionals are delivering outstanding patient care in almost impossible circumstances and aim to actively support LGBT+ people to overcome the discrimination, hostility and unequal treatment they still face when accessing healthcare services.

LGBT+ people - particularly those who are trans - continue to be 'outed' without their consent, treated with intrusive curiosity and subject to unequal treatment because of who they are.

Discrimination results in misdiagnosis, delayed diagnosis, inappropriate treatments and can prevent LGBT+ people from seeking help. This increases their risk of developing 'chronic'

physical and mental health problems which amongst other things can have a negative impact on their working lives and result in disciplinary action and/or dismissal.

Conference calls upon the TUC LGBT+ Committee to:

- i) Raise the profile of this issue, the connection between it and unequal treatment in the workplace and of the specialist services available to LGBT+ people.
- ii) Support the action of health unions to secure a proper NHS pay rise.
- iii) Hold Government to account for their failure to progress the recommendations set out in the 2018 national LGBT+ action plan.

USDAW

19 Support for trans people

Trans people represent around 0.5% - one in 200 - of the UK population and remain one of our most vulnerable and marginalised communities. Hate crimes on trans people have increased by 16%, with 2,630 crimes reported to police. Such incidents are massively under-reported according to the National LGBT Survey.

The passage of the Gender Recognition Reform Bill in Scotland and its blocking by the UK Government has led to heated debate, with often toxic views and opinions shared on traditional and social media. Inaccurate and unchallenged opinion often leads to misinformation and the vilification of trans people - leading to an increase in transphobia.

Conference calls for:

- i) The TUC LGBT committee to support the NUJ Ethics Council's work to provide guidance for journalists and content creators with a view to ensuring accurate information and preventing misinformation that can add to misunderstanding, fear and contribute to transphobia.
- ii) The TUC and unions to work ensure that trans people are offered support in their place of work.
- iii) The TUC and unions to identify within their equality's strands, opportunity for those with protected characteristics to come together to fight for equality, rather than be torn apart by distrust and division.

NUJ

Statement of purpose: lesbian, gay, bisexual and transgender plus (LGBT+) committee

The lesbian, gay, bisexual and transgender plus (LGBT+) committee is an advisory committee appointed under Rule 9 of the TUC Rules and Standing Orders. The minutes of the committee are received by the general council. The committee exists to promote the voice of LGBT+ members in the union movement and the TUC. It seeks to raise members' voices and engagement in trade unions and to challenge LGBT+ discrimination. It acts to put the voices of LGBT+ workers at the centre of TUC democracy, taking an intersectional and cross-cutting approach.

The committee provides advice to the TUC general council. This includes advice relating to:

- Policy in line with the decisions of the LGBT+ conference
- Progress on the TUC's equalities campaign plan and wider equalities campaigns
- Actions to encourage LGBT+ workers to play a full and active role in the trade union movement
- Proposed rule changes to the standing orders and rules of the TUC LGBT+ conference and LGBT+ committee
- Ensuring strategies to achieve LGBT+ equality are included within the TUC's overall priorities and campaigns
- Ensuring to ensure LGBT+ equality are integral to unions' industrial and bargaining agendas, and to facilitate training opportunities for LGBT+ workers.

The committee scrutinises the TUC's biennial Equality Audit and makes recommendations for action to the general council.

The LGBT+ meets four times a year (by custom meetings start at 1 pm and run for up to 3 hours) as well as immediately before the LGBT+ conference. At its first meeting each year, the committee appoints a chair who must be a member of the general council. Meetings follow a structured, timed agenda.

Committee meetings may also consider special presentations on different aspects of the TUC's work and presentations from external speakers. In addition, the committee provides a forum for members to consider equality, industrial, organisation and political updates from across the trade union movement.

The committee may co-opt new members if any vacancies arise and may, from time to time, convene small groups of members to work on specific issues and projects. Co-opted members do not have voting rights on the committee.

The LGBT+ committee acts as the standing orders committee for the LGBT+ conference and may consider and agree:

- Whether motions put forwards for the agenda are competent

- Whether nominations are competent and comply with the standing orders for the LGBT+ conference
- The order of business on the agenda
- Attitudes to LGBT+ conference motions
- Committee statements

TUC LGBT+ conference

Constitution

1 Title and purpose of the conference

The title of the Conference is the TUC Lesbian, Gay, Bisexual and Transgender plus (LGBT+) Conference and its purposes are to encourage lesbians, gay men, bisexuals and transgender working people, as well as those who fall into the plus category, to play a full and active role in the trade union movement.

2 Date of conference

The Conference meets annually for two days over no more than four sessions of half a day each (3.5 hours). In general, there will be two sessions focused on motions-based business and two focused on more interactive sessions.

3 Basis of representation

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that the organisation has paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

1. Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
2. Affiliated organisations with between 20,001 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
3. Affiliated organisations with between 50,001 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
4. Affiliated organisations with between 100,001 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
5. Affiliated organisations with between 500,001 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
6. Affiliated organisations with over 1,000,001 members shall be entitled to be represented by a total of 30 delegates.

4 Elections

i) General Council representation

General Council members of the Committee are appointed by the General Council of the TUC

ii) Elected members

There shall be no more than twenty-four elected members of the LGBT+ Committee. Each affiliated union is entitled to nominate one candidate for each Section. One nomination shall be for Section A (fourteen places), one for Section B (two places for Black member), one for Section C (two places for disabled members), one for Section D (two places for transgender members), One for Section E (two places for young members) and one for Section F (two places for bisexual members).

Candidates shall be given the opportunity to submit a nomination statement of no more than 150 words that will appear in the nomination document that will be circulated to delegates. The statement should contain biographical details and relevant details of work carried out in the trade union movement but should not be in any way an election address.

No candidate is eligible for election unless they are a delegate to the conference from their trade union. If a nominee is unable to attend the conference, their nomination will stand only if the reason for non-attendance is acceptable to the LGBT+ Committee.

Voting is by ballot. Each trade union delegate attending the conference shall have fourteen votes for Section A and not more than two votes for Section B, C, D, E and F with not more than one vote to be given to any one nominee.

Any elected member of the LGBT+ Committee who during the year ceases to be the official representative of their nominating trade union will cease to be a member of the committee.

Should a vacancy occur during the year among the elected seats, the runner-up in the election at the previous conference will be invited to fill it. If there is no runner up, or the runner up does not wish to take the seat, the Committee may decide to invite co-options to the Committee.

If the Committee decide to appoint co-optees, this must be done in accordance with the existing process for electing members, in line with the rest of the processes set out in rule ii.

iii) Conference Arrangements Committee

The LGBT+ Committee will act as the Conference Arrangements Committee.

5 Motions

- i. Motions for the annual conference agenda must be signed by the general secretary of the trade union sending them and must reach the Secretary of the Committee at least ten weeks before the date fixed for the Conference. Electronic signatures are acceptable.
- ii. Each affiliated union is allowed one motion of not more than 200 words. Each motion should deal with one subject only, relate to issues about LGBT+ workers and

- specifically mention LGBT+ workers. The LGBT+ Committee, acting in their capacity as the Conference Arrangements Committee, shall consider whether motions are competent for inclusion in the agenda. The decision of the Committee shall be final.
- iii. The motions included in the preliminary agenda shall be sent to each affiliated union as soon as possible after the closing date for their submission. The order in which subjects shall be discussed shall be decided by the LGBT+ Committee acting as the Conference Arrangements Committee.
 - iv. Each affiliated union shall be allowed one amendment of not more than 60 words. All amendments to the motions submitted by affiliated unions must reach the Secretary to the Committee by a date to be decided by the LGBT+ Committee. Amendments must be signed by the general secretaries of the trade unions submitting them. Electronic signatures are acceptable.
 - v. Affiliated unions that have had an amendment submitted to their motion will be asked if their union accepts the amendment(s). Affiliated Unions decisions on acceptance or rejection of amendment(s) must be signed by the General Secretary.
 - vi. In making arrangements for the conference, the LGBT+ Committee shall have authority to take any steps they consider necessary to co-operate with the unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Where affiliated unions have accepted amendments, the motions and amendment(s) will appear on the final agenda as composites. Amendments that have been accepted will not therefore be subject to a separate vote. Failure to comply with the LGBT+ Committee's arrangements may involve a union's motion being deleted from the final Agenda.
 - vii. Notwithstanding the above provisions, the LGBT+ Committee may submit statements on issues that are on the agenda or emergency issues that are relevant to the conference that have arisen after the closing date for motions. The committee may not submit emergency motions. Additionally, any affiliated union shall, subject to the approval of the LGBT+ Committee, be permitted to submit an emergency motion for consideration of the delegates to the conference. No such permission shall, however, be granted unless:
 - such an emergency motion is received by the Committee Secretary from the General Secretary of the affiliated trade union not later than the morning of the day two days prior to the opening of the conference.
 - and at least two-thirds of the delegates to the conference agree to its inclusion in the agenda of that conference.
 - viii. Delegates will select, by secret ballot, one resolution of the conference to go forward onto the agenda of the succeeding TUC Congress.

Standing Orders

1 Hours of the Conference

The Conference assembles annually and takes place over no more than four sessions of half a day each over consecutive days. Lunch breaks will be no less than an hour. In general, the Conference assembles at 11.00 and closes at 18.00 on the opening day. It reassembles at 09.30 on the final day and closes at 17.30. Lunch times on both days shall be from 12.45pm to 2.00pm.

2 Conference Chair

The Chair of the Conference shall be selected by the members of the LGBT+ Committee.

3 Business of the Conference

Included in the business of the annual conference shall be the consideration of the annual Report of the LGBT+ Committee and of motions and amendments. The report and the agenda for the conference shall be sent to delegates not later than two weeks prior to the conference.

The LGBT+ Committee as the Standing Orders Committee for conference will prepare an order of business that indicates the Committees attitude to each motion as follows:

- Support, chair to indicate: In order to allow more time for delegates the Committee usually (but not always) waive their right to speak in a debate on a motion or amendment they support.
- Support with explanation: If necessary, a Committee member will explain to conference any procedural explanation they wish to raise on a motion or a composite motion.
- Support with reservations: A Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.
- Seek remission: The Committee may ask remission of a motion before Conference. The motion is then remitted to the Committee to consider. If the union will not agree to remit the motion, a Committee member will speak in opposition to it. The union remitting the motion is allowed to speak to their motion but there is no debate or vote.
- Seek withdrawal: The committee may seek withdrawal of a motion form the submitting union. If the motion is not withdrawn, the motion will be opposed by the Committee. The union will not speak to the motion if the request to withdraw is accepted.
- Oppose: A Committee member will speak on any motion or amendment opposed by the Committee
- Leave to conference: The Committee do not take an attitude and conference votes on the motion.

4 Appointment of Scrutineers and Tellers

Four ballot scrutineers and four tellers will be appointed by delegates at the start of the conference.

5 TUC Regional and Trades Council observers

TUC Regions and Trades Council can send one Observer to conference respectively. At the discretion of the chair TUC Regional or Trades Council observer may speak on motions.⁶

Limitation of speakers

Five minutes are allowed for the mover of a motion and three minutes for each subsequent speaker. Speeches on behalf of the LGBT+ Committee will be limited to five minutes unless otherwise agreed by the Conference, with the exception of the Chair's address which shall be no longer than 15 minutes. Other guest speakers will not exceed the length of the chair's address.

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

The mover may be allowed three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.

Movers of amendments do not have the right of reply.

Delegates shall vote on the motion immediately the mover has replied.

7 Closure

Delegates may request that a debate is closed by moving any one of the following procedural motions.

- That the previous question be put: This motion can be moved during an amendment debate. All debate on the amendment will cease and the original motion will be put to the vote. The amendment will be abandoned.
- Move next business: All debate on the current business will cease and that item of business will be abandoned.
- Closure of the debate: All debate on the current business will cease but a vote will be taken. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 6.

Procedural motions in this instance must be seconded and can only be moved by delegates who have not previously spoken during the debate. There shall be no speeches on such motions.

8 Voting

The method of voting at the Conference on all matters except the election of representatives to serve on the LGBT+ Committee, and the selection of one resolution to go forward onto the agenda of Congress, shall be by a show of hands.

The Chair will order votes to be counted by tellers where the result of a show of hands is not clear.

9 Conference reception

The TUC General Council shall support a delegate reception at the close of the first day of the conference.

10 Suspension of Standing Orders

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

11 Chair's Ruling

The Chair's ruling shall be final.