

Guide to TUC LGBT+ Conference 2022

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Important Information

Code of conduct

The TUC is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The TUC has zero tolerance for any type of harassment, including sexual harassment. Aggressive, offensive, intimidatory, disrespectful or unacceptable behaviour or comments will not be tolerated. This supports the commitment set out in the TUC's rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This policy applies to all aspects of communication at or in connection with an event, including postings on social media. If you have any concerns about behaviour that you want to raise, then please contact us by email KBatool@tuc.org.uk

The chair's role

The conference chair is responsible for keeping to the agenda of the conference. This includes ensuring delegates do not speak over the time limit.

The chair has authority to take action in response to any complaint received or of their own initiative in respect of any delegate whose behaviour is deemed to be inappropriate on the conference floor. This authority includes issuing the delegate with an informal warning, preventing them from speaking in any debate or motion, excluding a delegate from all or part of the conference, or otherwise expulsion from conference. The exercise of the chair's authority is separate from any decision for any further action.

Other concerns

Concerns about other aspects of conference can be made via delegate's union leaders. In addition, any attendee (including suppliers or exhibitors) can raise an enquiry, at the information desk. We will try and resolve these immediately if we can.

We may decide that another colleague will be better placed to respond to specific concerns and will contact them to speak to the person. Alternatively, people may be asked to complete a form and provide information with their contact details so the TUC can look into the matter further and respond after conference.

Sexual harassment reporting

The TUC takes a zero-tolerance approach to sexual harassment. Sexual harassment is any unwelcome behaviours that creates a hostile, demeaning and/ or intimidating environment. This can include behaviours such as indecent or suggestive remarks, questions, jokes, or suggestions about a colleague's sex life, the display or circulation of pornography, unwelcome and inappropriate touching, hugging or kissing, requests or demands for sexual favours, or any unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

If you have any questions or concerns, or would like to report an incidence of sexual

harassment at this event, you can contact reporting lead Kudsia Batool (TUC Head of Equalities and Strategy) via 07891243777.

Inclusive language

Be sure to respect people's pronouns and ask if you're unsure. You can find information about pronouns here: <https://pronouns.org/>

Please try to avoid saying 'ladies and gentlemen' or 'brothers and sisters' as these phrases exclude non-binary and gender diverse people. Some alternatives could be 'comrades', 'siblings', 'friends' or 'everyone'.

There will be a table set up in the foyer with labels and pens for those who wish to display their pronouns.

Welcome to the LGBT+ Workers Conference 2022 - Proud to be Union

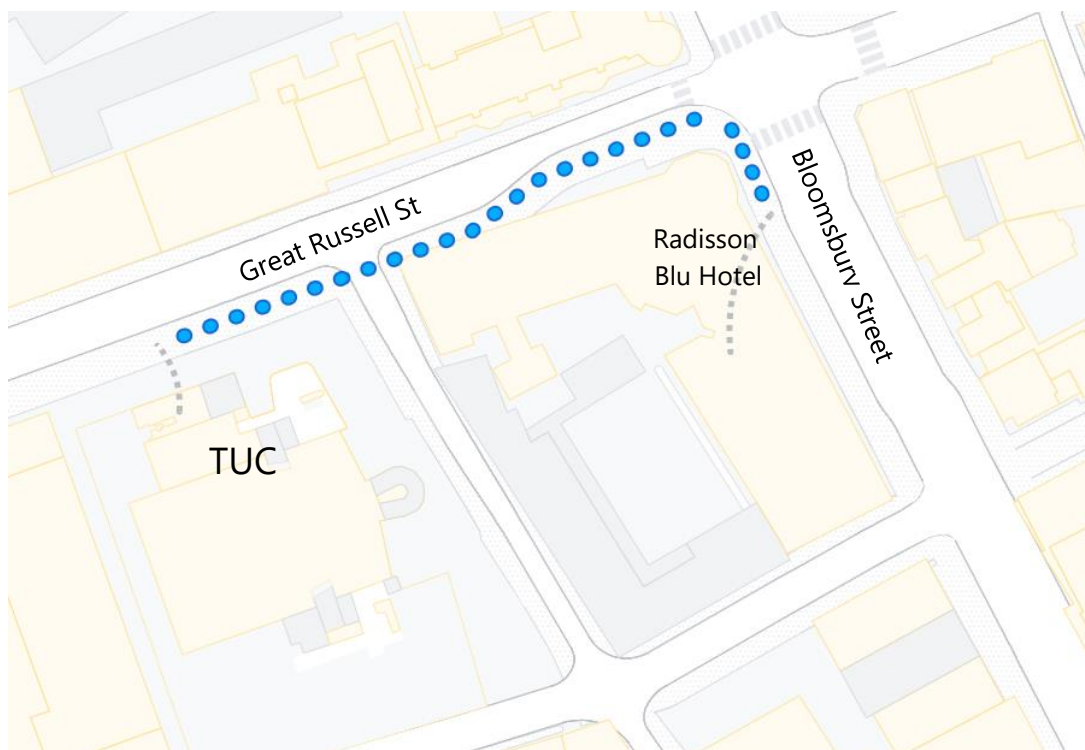
We have a packed and interesting programme again this year. Alongside the programme of business there are fringe meetings and a social event in the evening. This guide includes the order of business, the timetable and other information.

Venue Information

On Thursday 30 June, the conference will take place at Congress House, in the main conference hall.

Please note:

On Friday 1 July, we will change venue to the Radisson Blu Georgian Hotel on Bloomsbury St, next to Congress House. If you have any difficulty finding the venue, please ask at the TUC main reception, where staff can direct you where you need to go.



When you arrive

Please register upon arrival at the registration desk located in the reception area on the lower level of Congress Centre. Please bring ID, such as a credit card or driving licence, to

pick up your credentials. If this presents any difficulty for you for any reason, please contact lgbtconference@tuc.org.uk to discuss a solution.

Union delegation meetings

Wednesday 29 June

USDAW 3pm Syndicate 2

PCS 4pm Syndicate 4

Thursday 30 June

NASUWT 10am Syndicate 2

Conference speakers

- Maria Exall, Chair of the LGBT+ Committee, will address the conference on the morning of Thursday 30 June
- Frances O'Grady, General Secretary of the TUC, will open conference on Thursday 30 June
- Sue Ferns, TUC President, will address conference on the afternoon of Thursday 30 June

Other speakers will include:

- Nancy Kelley, Chief Executive of Stonewall
- Robert Kelsall, National Secretary of the NAHT
- Simone Pound, Director of Equality Diversity and Inclusion (EDI) at the Professional Footballers Association (PFA)
- Nadia Whittome MP, Director of Equality Diversity and Inclusion (EDI) at the Professional Footballers Association (PFA)
- Stuart Milk, Founder and President of the Harvey Milk Foundation
- Andrew Lumsden, Gay Liberation Front Founder

Timetable

Timings summary

Conference begins at 11:00 on Thursday and closes at 18:00, with a break for lunch from 12:20 to 14:10. It opens at 09:30 on Friday and closes at 16:30, with a break for lunch from 12:30 to 14:00.

Thursday 30 June

11.00 - 11.05	Conference starts
	Minute's silence for Oslo shooting
11.05 – 11.15	Chair's address
11.15 – 11.30	Speaker: Frances O'Grady, TUC General Secretary
11.30 – 12.20	Panel: Anti-racist LGBTQ+ Organising
12.20 - 14.10	Lunch
	Caucuses:
	12.25 - 12.55: Black Workers
	13.00 - 13.30: Disabled Workers
	13.35 - 14.05: Young Workers
14.10 – 14.25	Speaker: Nancy Kelley, Chief Executive of Stonewall
14.25 – 15.30	Plenary
15.30 – 15.45	Speaker: Nadia Whittome MP
15.45 – 16.00	Speaker: Sue Ferns, TUC President Address
16.00 – 16.15	Comfort Break
16.15 – 16.30	Speaker: Andrew Lumsden
16.30 – 17.30	Panel: Fighting for trans rights
17.30 – 17.45	Picture: Conference sends a message of solidarity to the 50 years of Pride protest march
17.45 – 19.00	Social Event

Panel: Anti-Racist LGBTQ+ Worker Organising

Thursday 30 June, 11.30 – 12.20

The discussion will examine how we can ensure that our organising is anti-racist, and how we can ensure sustainable change in our movement.

Speakers:

- Chair: Taranjit Chana, GMB Branch Secretary, member of the TUC LGBT+ Committee
- Dr Lady Phyll Opoku-Gyimah, Co-Founder and CEO of UK Black Pride, and Executive Director of Kaleidoscope Trust
- Michelle Codrington-Rogers, Teacher, Honorary Treasurer and former National President of NASUWT

Panel: Fighting for Trans Rights

Thursday 30 June, 16.30-17.30

The panellists will explore the urgent need to organise together for trans rights, and the important role of Trade Unions in this struggle.

Speakers:

- Chair: Tigger Blaize, Actor and Equity Activist, member of the TUC LGBT+ Committee
- Iain Anderson, former Government LGBT Business Champion
- Carolyn Mercer, Honorary Life Member (NASUWT) and retired Headteacher
- Saorsa-Amatheia Tweedale, member of PCS and TUC LGBT+ Committee

Thursday lunchtime events

Caucus meetings

Black delegates	12:25–12:55 Meeting room 3 (5th floor)
Disabled delegates	13:00–13:30 Syndicate 3 (take lift to second floor)
Young delegates	13:35–14:05 Meeting room 3 (5th floor)

Fringe meetings

LGBT+ Mental Health during Covid

13.00 – 14.00 Invision 1 (follow signs to lift for 3rd floor)

TUC LESE LGBT+ Network will be hosting a fringe meeting on Mental Health and warmly invite you to attend. Lunch will be provided

Speakers: Quinn Roche, UCU Head of Equality and Policy and Shelly Asquith, TUC Health and Safety national policy officer (with Q&A)

LGBT+ Education: The frontline of liberation

13.00 – 14.00 Council Chamber (5th floor)

Are we heading back to Section 28? Hear from those on the frontline, including John Fisher School Rep Shana Corquez and what unions can do to support. Lunch will be provided

Thursday evening conference social

The TUC LGBT+ Committee invites all delegates, observers and guests to join in this year's networking social which will take place on Thursday 30 June after conference business. Light refreshments will be available. If attending, please collect your 2 complimentary drinks vouchers from the Information Desk before the start of the social.

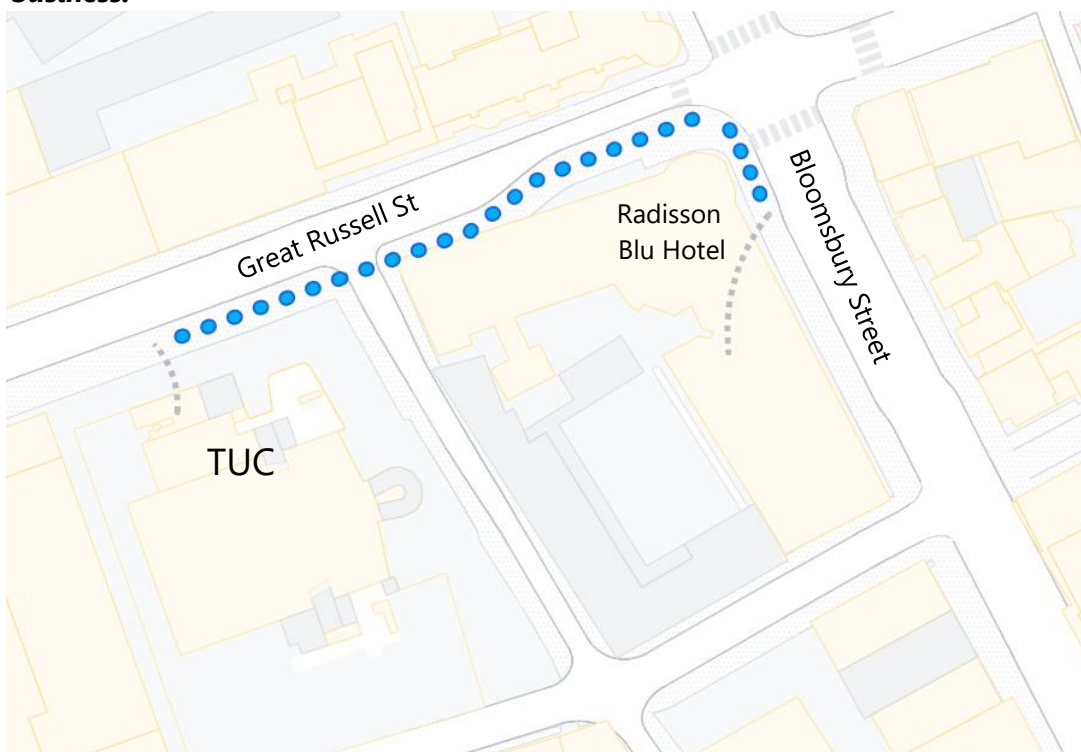
Location: Marble Hall

Friday 1 July

Please note:

On Friday 1 July, we will change venue to the Radisson Blu Georgian Hotel on Bloomsbury St, next to Congress House. If you have any difficulty finding the venue, please ask at the TUC main reception, where staff can direct you where you need to go.

If you are attending the Bisexual Delegates' Caucus, please go straight to Congress House for the meeting, and join us in the Radisson Blu for the main conference business.



8.55 - 9.25	Caucuses: 8.55 - 9.25: Bisexual Workers (in Congress House)
09.30	Conference starts (in the Radisson Blu)
09.35 – 11.00	Plenary
11.00 - 11.15	Speaker: Simone Pound
11.15 – 11.30	Comfort Break
11.30 - 11.45	Speaker: Stuart Milk
11.45 – 12.30	Plenary
12.30 – 14.00	Lunch
	Caucuses: 12.35 - 13.20: Trans and Non-Binary Workers 13.25 – 13.55: Women Workers
14.00 – 14.15	Report back from caucuses
14.15 – 15.30	Plenary
15.30 – 15.45	Comfort Break
15.45 – 16.00	Move Report to Congress
16.00 – 16.15	Comfort Break
16.15 – 16.30	Speaker: Robert Kelsall
16.30	Announcement of Motion to Congress
16.35	Conference ends

Friday Caucus meetings (to be held at Congress House)

Bisexual delegates	8.55 – 9.25 Syndicate 3 (take lift to second floor)
Trans and non-binary delegates	12.35 – 13.20 Syndicate 3 (take lift to second floor)
Women delegates	13.25 – 13.55 Syndicate 3 (take lift to second floor)

Ballot results

The result of the ballot for the motion to conference will be given after all the motions have been heard on Friday. There will be no ballot for the LGBT+ Committee, as all nominees have been elected unopposed.

Order of business

The order of business (see tables on following pages) indicates the committee’s attitudes to each motion:

S = Support. In order to allow more time for delegates the committee usually (but not always) waives their right to speak in a debate on a motion or amendment they support.

LTC = Leave to Conference. On matters where the arguments are finely balanced the committee may decline to make a recommendation but will give an explanation from the chair.

SR = Support with Reservations. If necessary, 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.

R/O = Remit/Oppose. The committee may seek remission of a motion before conference. If the union will not agree to remit the motion a committee member will speak in opposition to it.

O = Oppose. A committee member will speak on any motion or amendment opposed by the committee.

A committee member may also speak in order to make observations or points of explanation on a motion or amendment.

A member of the committee also introduces any special report on behalf of the Committee

Conference will convene 11:00 Thursday 30 June

Phil Jones Chairing 11.00 – 14.10		
Welcome to Conference		
Minute’s silence for Oslo shooting		
Chair’s address		
Speaker: Frances O’Grady, TUC General Secretary		
Panel: Anti-racist LGBTQ+ Organising		
Lunch		
Michelle Codrington-Rogers Chairing 14.10 - 17.30		
Speaker: Nancy Kelly		
LGBT+ Workplace Equality debate		
Motion	Title	Attitude
Composite 1	(1, 2 and 3): Solidarity with Stonewall: Ongoing Attacks Against LGBT+ Inclusive Organisations	Attitude pending

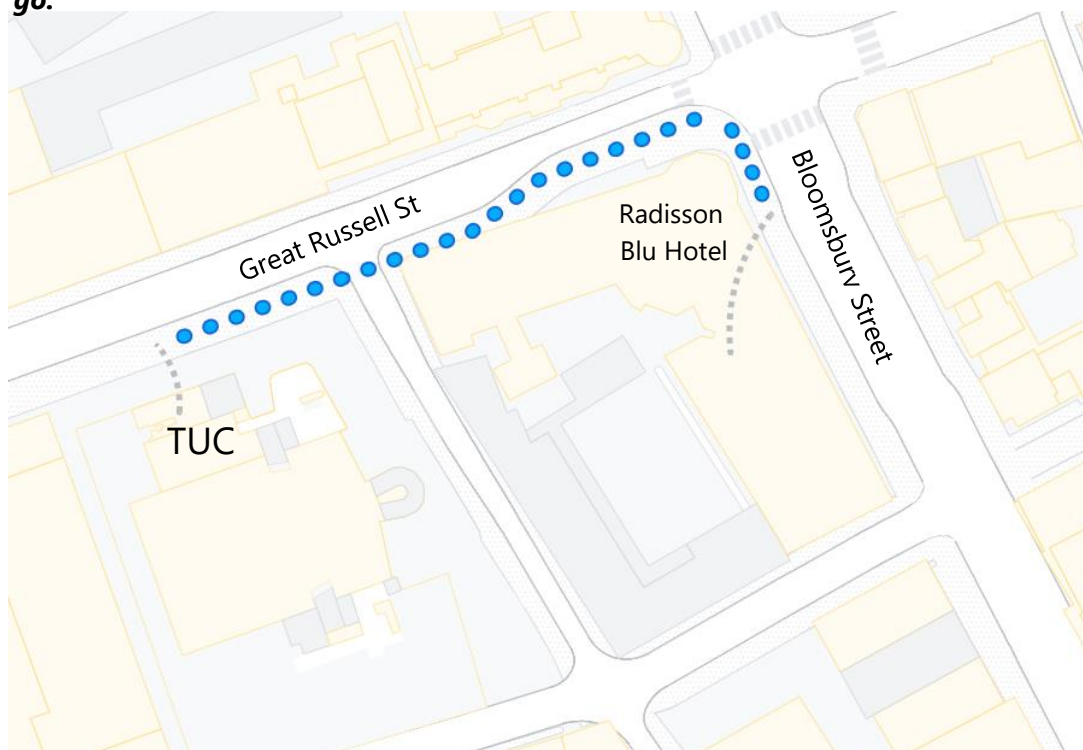
Mover	CWU	
Seconder	PCS	
Speaker	Equity	
4	Remove LGB Alliance's charity status	Support
Mover	ASLEF	
7	Supporting non-binary workers	Attitude pending
Mover	USDAW	
Seconder	Prospect	
Speaker: Nadia Whittome MP		
Speaker: Sue Ferns, TUC President Address		
Break		
Speaker: Andrew Lumsden		
Panel: Fighting for trans rights		

Conference will adjourn at 17.45 on Thursday 30 June

Conference will reconvene at 9.30 on Friday 1 July

Please note:

On Friday 1 July, we will change venue to the Radisson Blu Georgian Hotel on Bloomsbury St, next to Congress House. If you have any difficulty finding the venue, please ask at the TUC main reception, where staff can direct you where you need to go.



Julia Georgiou Chairing 9.30 – 14.00		
LGBT+ Workplace Equality debate		
Motion	Title	Attitude
Composite 2	(5, 6 and 8): Supporting trans and non-binary workers	Attitude pending
Mover	NEU	
Seconder	CWU	
Speaker	UCU	
Speaker	FBU	
Speaker	Community	
International LGBT+ Rights Debate		
Motion	Title	Attitude
9	Trans rights – Louder and Prouder	Support
Mover	UNISON	
Seconder	CWU	
10	International LGBT+ Rights	Support with comment
Mover	RMT	
11	Challenging anti LGBT+ sentiment in the UK and worldwide	Support
Mover	UCU	
Speaker: Simone Pound		
Break		
Speaker: Stuart Milk		
Pride is a protest debate		
18	Pride is a protest not a brand	Support
Mover	GMB	
Seconder	Prospect	
Lunch		
Eileen Best Chairing 14.00 – 16.35		

Report back from caucuses		
LGBT-Inclusive Public Sector Debate		
12	LGBTI Equality in schools	Support
Mover	NASUWT	
Second	UNISON	
13	LGBT+ Mental Health Services	Support with comment
Mover	The Musicians' Union	
Second	Equity	
14	Eating Disorder Services for the LGBT+ Community	Support
Mover	BDA	
15	Press for NHS gender identity equality monitoring of staff and patients	Support
Mover	Unite	
16	Public service broadcasting	Support with comment
Mover	NUJ	
Break		
Speaker: Robert Kelsall		
Announcement of Congress Motion		
Conference ends		

Other information

Report to Conference

If you have a question on the Report to Conference, this should be submitted 24 hours in advance, via your delegation leader, to ekosmin@tuc.org.uk.

Delegates' questionnaire

Please complete the delegates' survey form. These help to assist the TUC with reviewing participation and making future improvements.

Exhibitors

Exhibitors located outside the main hall, for the first day of conference (Thursday 30 June), include:

- Black and Brown Rainbow
- Schools OUT UK
- Thompsons Solicitors

Catering

There will be free tea and coffee 10:00–11:00 in the Congress Suite (lower ground floor) located to the side of the Conference Hall on Thursday.

On Friday, there will be tea and coffee on arrival at the Radisson Blu Georgian Hotel on Bloomsbury St, next to Congress House.

On Thursday and Friday there will be cash sales catering until the end of conference each day.

Ballot box

A ballot box for the motion to Congress will be located on the registration desk.

Cloakroom

There is a cloakroom facility available for delegates to use. This is not attended.

Toilets

There will be gender-neutral toilets available at both Congress Centre and Radisson Blu.

Quiet space and prayer room

A quiet room, suitable for prayer and for people to take time out from conference, will be located in Room 2, on the 5th floor of Congress House on Thursday 30 June and Friday 1 July.

Seating plan

The conference seating plan shows where union delegations are located on Thursday 30 June. A separate seating plan for the second venue will be shared in due course.

Access

Congress Centre's access statement can be found here:

www.congresscentre.co.uk/information/accessibility/

The Radisson Blu Edwardian's access statement will be shared in due course.

Speech to text live captions are available at <https://www.streamtext.net/player?event=IM-TUC-LGBT-01072022>

Emergency evacuation procedures

- The alarm bell will ring continuously.
- Evacuate the premises using the nearest available exit. Do not stop to collect personal belongings.
- CONGRESS HOUSE: Please proceed to the assembly point in Bedford Square, as instructed by Congress Centre staff.
- Do not use the lift. If you are in a lift when the alarm sounds it will automatically go to the ground floor unless the alarm has been activated on the ground floor, when it will automatically go to the first floor, and you should then use the fire stairs at the side of the lift to exit the building.
- RADISSON BLU: Please follow the instructions of hotel staff and follow TUC staff to the assembly point

Refuge areas

CONGRESS HOUSE: These are for the use of people with a mobility impairment in the event of a fire evacuation. They are on the fire stairs, where the fire exit sign shows the wheelchair symbol.

Once in the refuge area, you should use the telephone in the red box to communicate with building staff. They will request details of your location.

RADISSON BLU: There is step-free access from the venue, so no refuge areas are needed

Deaf alerter pagers

Visitors who are deaf can obtain a pager linked to the fire system from reception.

First aid and accidents

If you require first aid, please go to the information desk or ask the nearest delegate to seek assistance.

Please report any accidents/injuries/near misses to the information desk, where it will be recorded on an incident form or in the accident book, as appropriate.

Personal security and safety

When it comes to personal security and safety, attending conference is just like visiting any UK town or city. Please be alert in the area, and do not leave personal items unattended.

Data protection and the use of photography/film at conference

Please note our privacy policy www.tuc.org.uk/tuc-privacy-notice

Photographers/videographers may be taking pictures of the main debates, fringe meetings and other public areas at conference.

Be aware that these images may be used in TUC or union publications, or on our website or open social media such as in tweets. Also, photographers may put them in their own libraries for others to rent.

If you are not happy to be filmed or photographed

- In an individual circumstance (ie the photographer is taking a picture of you specifically), you can request that your photograph is not taken or used.
- If you are approached for a photograph or a video interview, you can say that you do not wish to be included.

If you yourself are planning to take photos on behalf of your union, for reporting back purposes, or for personal social media

- If you are photographing an individual, always ask for their consent and explain the use of the picture.

Clearly you cannot seek individual permissions for large group images, such as images of a delegation or the whole of the conference floor.

Social media

The hashtags for the conference are: **#TUCLGBT #TUCPRIDE**

Twitter, Facebook and other social media platforms enable what goes on at the conference to be shared with a much larger audience. We ask that all delegates and visitors use social media responsibly.

Wi-fi

Congress Centre: Network: **Free Congress Centre** Password: **12345abcde**

Radisson Hotel, Network: **RadissonBlu Guest**; Password: **radissonblu**

Delegate list

*Denotes delegation leader

Accord	Andrew	Chidwick
	James	Kerry
	*Chris	Rimell
Aegis	Kevin	Hall
	*Brian	Linn
Aslef	Grant	Ash
	Darran	Brown
	Claire	Campbell
	Hugh	Cumming
	Susan	Greenwell
	*David	Jones
BALPA	Adam	Walker
BDA	*Steve	Austin
	Martin	Jones
BFAWU	*George	Atwall
	Mark	Dickens
	Douglas	Johnstone
	Adrianna	Kara
Community	Stevie	Banks-McGregor
	*Meghan	Marsh
	Charlotte	Paterson
	Paul	Thomas
	Kevin	Walsh
	Dawn	Whiting

CWU	Natalie	Frost
	Kate	Hudson
	Fevzi	Hussein
	*Sarah	Pitt
Equity	Maureen	Beattie
	*Tigger	Blaize
	Dan	de la Motte
	Ian	Manborde
	Leyla	Reynolds
FBU	Maria	Buck
	*Patrick	Carberry
	Nicola	Hobbs
	Karen	McDowell
FDA	*Barry	Snelgrove
	Lucille	Thirlby
GMB	Arron	Bevan-John
	Robert	Blenkinsopp
	Alex	Bryant-Evans
	Taranjit	Chana
	Lindsay	England
	Felix	Fenlon
	Ang	Gilraine
	David	Hope
	Paul	Howard
	Dean	Ismay
	Dawn	Lovatt

Ciorstaidh	Reichle
Madison	Rogers
*Eleanor	Saunders
Paul	Sony
Jeff	Sutton

Musicians'

Union	*Jade	Stanger
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NAHT	*David	Church
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Napo	*Nikita	Mandare
	David	Masterson

NASUWT	Hazel	Bradford-Jones
	Michelle	Codrington-Rogers
	Michael	Coop Rushworth
	Stephen	Dyer
	Asa	Haycock
	Verity	Hinchcliffe
	Lee	Jevons
	Nafiza	Khan
	*Jennifer	Moses
	Catherine	Myerscough
	Paul	O'Brien
	Michael	Parsons
	Philip	Riley
	Becky	Tebbett
	Lee	Williscroft-Ferris

NEU	Kathryn	Barnes
	David	Braniff Herbert
	Michael	Dance

Kacey	De Groot
Neil	Dhanda
Ben	Dolata
Natalie	Forssman
Vonni	Hardman
Denise	Henry
Melissa	Hind
*Daniel	Kebede
Aude	Lacroix
Naoise	McGeer-Letson
Niall	Murray
Julia	Neal
Louise	Regan
Katie	Reynolds
Hiten	Shah
Rebecca	Sheffield

NHBCSA *Julia Georgiou

NUJ *Adam Christie
 James Doherty
 Ryan Hesketh
 Natasha Hirst

PCS Bridget Corcoran
 Laure DJida
 Jackie Green
 *Kris Hendry
 Yemisi Ilesami
 Richard Jones
 Saorsa Tweedale

POA	Dave	Cook
	Mark	Fairhurst
	Angela	Montgomery
	*Sarah	Rigby
	Gavin	Rowe
	Geoff	Willetts

Prospect	Binni	Brynolf
	Tristan	Canfer
	Christopher	Davies
	Bee	Godwin
	Stephen	Heighway
	*Rob	Lauder
	Claire	Mullaly
	Philip	Mullen
	Graham	Nash
	Dylan	Watmough

RMT	Rebecca	Cadden
	Samuel	Chudley
	Sue	Dunne
	Daniel	Lill
	Jonathan	McNerney
	*Steve	Moule
	John	Stack
	Justin	Staunton
	Edward	Tuite

Society of Radiographers	*Dave	Pilborough
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TSSA	*David	Drewry
	Hayley	Hill
	Aaron	Lee
	Aneurin	Redman-White
	Gemma	Southgate
UCU	Jennie	Appleyard
	Seth	Atkin
	Ralph	Buiser
	Martin	Chivers
	Ryan	Davey
	Stephen	Desmond
	Peter	Evans
	Jenny	Glen
	*Bee	Hughes
	Kirsty	Lawie
	Mandy	Merck
	Katie	Nicoll Baines
	Graeme	O'Boyle
	Mark	Pendleton
	Alain	Reynier
	Quinn	Roache
	Miguel	Saona-Vallejos
	Clive	Warn
CJ	White	
Damon	Young	
Unison	Paul	Amann
	Eileen	Best
	*Mitchell	Coe
	Petrina	Ennis

Darienne	Flemington
Manish	Maisuria
Susan	Mawhood
John	McSwiggan
Lucy	Power
Phillippa	Scrafton
Sarah	Shahid
Penny	Smith

Unite

Lee	Adams
Carl	Banks
Karryn	Dawkins
Jenny	Douglas
Alun	Evans
Anooshah	Farakish
Jo	Galazka
Nathan	Graham
Naomi	Gravett
Diana	Holland
Martin	Jared-Davies
Phil	Jones
Eden	Ladley
Francis	Loughlin
Lorraine	Mannion
Lesley	Mansell
Billy	Mason
*Harish	Patel
Irvine	Russell
Sam	Webster-Moore
Vanessa	Williams

Usdaw

Val	Cooke
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*Ruth	Cross
Mike	Dixon
Joe	Gale St George
Martyn	Hall
Julie	Haycraft
Jane	Jones
Pauline	Lawrence
Will	Peters
Kevin	Robson
Neil	Smale