

# **TUC LGBT+ Conference 2022**

**Final Agenda**

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# Motions

## **Composite 1: Solidarity with Stonewall: Ongoing Attacks Against LGBT+ Inclusive Organisations**

Conference notes the growing number of attacks against LGBT+ inclusive organisations, notably Stonewall, which appear to be linked, directly or indirectly, to their support for transgender and non-binary rights. Stonewall and other LGBT+ charities have called out the anti-trans narratives that are promoted by the Conservative Government and far right organisations in the UK and abroad.

The UK Government appear to be colluding in these attacks from the public comments of Ministers, in particular the Minister for Women and Equalities, and the actions of several Civil Service departments, with BEIS being the latest, joining others such as MoJ and MoH, in withdrawing from Stonewall's Diversity Champions Programme/UK Workplace Equality Index with virtually no consultation with recognised affiliates in those areas. BBC, Ofcom and other public funded organisations have now chosen not to renew affiliation following coordinated attacks by parts of the British media and political establishment.

Conference believes these decisions increase the level of hostility towards LGBT+ equality in the UK, as recently recognised by the Parliamentary Assembly of the Council of Europe, and impact on existing LGBT+ employees in workplaces where employers announce their withdrawal from collaboration with Stonewall.

We stand in solidarity with Stonewall who remain at the forefront of the struggle for LGBTQ+ rights as well as for collectivism and we, as a movement, need to step up as allies with trans and non-binary people.

Conference notes:

- i. trans workers experience high levels of workplace discrimination with almost half of trans people reporting being bullied or harassed at work according to TUC research
- ii. the Diversity Champions programme has helped promote inclusive working environments in employers for everyone regardless of gender identity and sexual orientation
- iii. BBC journalism was not compromised by its involvement with the programme
- iv. withdrawing sends a damaging message about trans people, while negatively impacting LGBT+ workforce morale and the BBC's ability to attract talent.

Conference calls on the General Council and the incoming TUC LGBT+ Committee to work with affiliates to:

- a) lobby the Government to renew affiliations across Whitehall
- b) promote the benefits of ongoing collaboration with Stonewall for employers as a way to tackle attacks on the organisation
- c) produce guidance for affiliates on ensuring employers consider the equality impact of any decision to withdraw from working with Stonewall so that LGBT+ workers continue to be protected in their workplace

- d) ensure employers must consult unions on intention to withdraw from Stonewall
- e) ensure any employer decisions must include implementation of all provisions of the Equality Act 2010
- f) encourage even closer working with Stonewall and the Trade Union movement on trans rights and other LGBT+ issues in line with TUC policy.
- g) continue to promote LBGT+ Pride events and other activities to support LGBT rights across the movement.
- h) continue to challenge and report exclusionary attitudes and behaviours in the workplace
- i) work with the CIPD to ensure HR staff and policymakers implement the Inclusion at Work (2021) report recommendations
- j) Oppose the roll back to existing rights of trans people and campaign against regressive reforms to the 2004 Gender Recognition Act.

**Mover: CWU**

**Secunder: PCS**

**Speaker: Equity**

#### **4 Remove LGB Alliance's charity status**

This conference condemns any transphobic organisation who are awarded charity status by the Charity Commission. Charity status enables them to apply for grant funding, claim tax relief and be recognised as a force for social good.

Conference recognises that a recent application of this nature was met with much criticism, with concerns being raised over inflammatory and offensive social media content targeting the trans community.

This conference believes messages of hate are diametrically opposed to charitable work and therefore instructs the TUC LGBT+ Committee to use its sphere of influence, in addition to working with affiliates, to lobby MP's and campaign against charity status for any anti-trans organisation. Organisations whose sole aim is to divide the LGBT+ community and ostracise trans and non-binary people are not for the greater good.

**ASLEF**

#### **Composite 2: Supporting trans and non-binary workers**

Over the past few years, national and global resistance to LGBT+ rights have been led by an alliance of Governments and networks of anti-LGBT+ organisations. Many of the barriers to inclusion and positive workplace practice arise from a lack of confidence and education around trans and non-binary people's experiences.

Conference further believes that it is critical that we hear more trans voices in our media and public conversation.

Conference believes that everyone has the right to be themselves without fear. Conference notes with concern a worrying rise in transphobic discourse in the UK in recent years a shocking increase in transphobic hate crime, including in the workplace and recent reports that the Equality and Human Rights Commission are failing to act impartially and to respect the rights of Trans People.

The EHRC are responsible for enforcement of equality laws based on protected characteristics.

In February 2021 equalities minister Liz Truss appointed Baroness Kishwer Falkner as chair of the EHRC. Baroness Kishwer Falkner has expressed views that support attacks on the rights of Trans people to be recognised in their acquired gender. Her comments have compromised confidence that the EHRC have the capacity to act impartially on issues affecting protected characteristics. It is further noted that there have been a number of resignations of staff from the EHRC who are now whistleblowing, alleging an "anti-LGBT+" culture reportedly riddling its leadership.

Conference believes that it is essential to raise understanding in our communities, workplaces and amongst elected representatives to ensure that trans people are treated with the respect and dignity they deserve. Conference believe that we must urgently change the culture in our institutions to pave the way for trans equality.

Some organisations are targeting employers and schools with mis-information that seeks to sow division and suspicion about trans and non-binary people.

The trade union movement must play a central role in creating better workplaces and preventing discrimination at work by the means of organising, education, alliance-building and bargaining.

Conference calls on the TUC to:

- i. Launch a TUC Alliance for Trans and Non-Binary Rights.
- ii. Hold an event before or during Trans Awareness Week 2023.
- iii. Continue to publicly challenge organisations that seek to create hostility for trans and non-binary rights in the UK, counter political attacks on them using all tools at TUC's disposal.
- iv. Provide Unions with guidance on how to resolve tensions within their activist structures regarding trans rights, parallel with and connected to the TUC's crucial work on gender equality and sex discrimination.
- v. Produce guidance which affiliates can provide to employers on supporting trans employees and promoting trans equality in the workplace.
- vi. Lobby the government to ensure that policymakers, equality organisations, employers and service providers are better informed about how to promote equality and inclusion for people who are transgender .

- vii. Call on the government to ensure the EHRC uphold the rights of all people with protected characteristics and to instigate an investigation into allegations around potential failures to properly consider issues affecting members of the LGBT+ community.

To publicise the results of the investigations of the Parliamentary Assembly of the Council of Europe and of the European Commissioner for Human Rights which have identified the UK as one of the most transphobic countries in Europe.

Write and distribute a briefing on the misuse of concepts such as 'freedom of speech' and 'academic freedom' examined through a LGBT+ liberation lens.

**Mover: NEU**

**Seconder: CWU**

**Speaker: UCU**

**Speaker: FBU**

**Speaker: Community**

## **7 Supporting non-binary workers**

Conference congratulates the TUC on their ongoing work to raise awareness of the issues affecting non-binary workers and promote the need for positive action to ensure that non-binary workers are able to be themselves at work and in their unions.

Conference notes that reps are keen to better understand what it means to be non-binary and what practical steps they can take to make workplaces safe and inclusive for non-binary workers. However, it is not always easy to get up-to-date, accurate information as non-binary people are not well represented in public life, in the media or in workplaces and communities. A lack of understanding reinforces invisibility, discrimination and stigma. The experts on non-binary issues are non-binary people themselves but Conference recognises that raising awareness, tackling LGBT+ phobia and driving forward change in the workplace should not be left to them.

Conference asks the TUC to:

- i. Support affiliates in their work to promote awareness of non-binary issues specifically and gender identity more broadly.
- ii. Share examples of effective training, campaigning and collective bargaining tools.
- iii. Continue to ensure the voice and experience of non-binary activists and members remain at the centre of their campaigning and educational work on this issue.

**USDAW**

## 9 Trans rights – Louder and Prouder

Attacks on trans rights have escalated further in the past year. The tactics being used, particularly the vilification of trans women, are almost identical to the tactics seen around the time of Section 28. There is growing evidence that the concerted international campaign against trans people is linked to far right and religious-right groups. In September, a Council of Europe report 'Combating rising hate against LGBTI people in Europe', stated that in the UK "anti-trans rhetoric, arguing that sex is immutable and gender identities not valid, has also been gaining baseless and concerning credibility, at the expense of both trans people's civil liberties and women's and children's rights". In January the EHRC issued two statements – in response to plans to legislate for a ban on conversion therapy in England and Wales, and Gender Recognition Act reform in Scotland - which effectively seek to exclude trans people from improved rights and protections.

Conference calls on the LGBT+ committee to raise these issues with the General Council and to:

- i. Produce a briefing on links between the gender critical movement, the far right and the religious-right
- ii. Explore ways to increase the visibility of trade union support for trans rights.

## UNISON

### 10 International LGBT+ Rights

This Conference notes that the UK Government is hosting the 'Safe To Be Me: A Global Equality Conference' in June 2022. Whilst Conference notes that the Government states this date was picked to coincide with the 50th anniversary of the first official London Pride marches, there is a real risk that it will be just a showcase for businesses giving lip-service to LGBT rights rather than acknowledging the true political roots of LGBT+ Pride marches and that this fight continues on a global scale.

Conference calls on the TUC LGBT+ Workers Committee to remind all levels of national, European and International workers representative bodies including the TUC, ETUC and ITUC, that there is no time for complacency and that LGBT+ workers around the world still have an on-going struggle for fundamental human rights.

## RMT

### *Amendment:*

Delete first paragraph and replace with:



“Conference welcomes the boycotting of the Government’s “Safe To Be Me” conference and its subsequent cancellation but recognises the challenges still faced internationally by LGBT+ people”

## **Unison**

### **11 Challenging anti LGBT+ sentiment in the UK and worldwide**

Conference notes

- i. increased hostility against LGBT+ people both within the UK and worldwide.
- ii. Hate crimes against LGBT+ people have increased, including a case where a victim’s reputation was smeared in court
- iii. Death Penalty sentences implemented on LGBT+ people internationally
- iv. LGBT+ “Free” Zones being imposed
- v. Promotion of gender critical ideas

Conference also notes that the UK Government has

- a. been delaying gender recognition reform
- b. failed to implement a comprehensive ban on conversion therapy
- c. rolled back established guidance on LGBT+ rights and education,
- d. been congratulating itself about hosting the Safe to Be Me LGBT+ international conference.

Conference calls on the TUC to

1. Challenge the UK government’s trade deals with states that execute LGBT+ people.
2. Send a message of solidarity with unions and voluntary organisations fighting for LGBT+ rights in countries where LGBT+ people are subject to the death penalty, persecuted, facing societal discrimination such as LGBT+ free zones.
3. Challenge the EHRC to be trans inclusive, investigate how the EHRC work on trans rights and join other organisations in withdrawing support if transphobic actions continue.
4. Work with ILGA and other LGBT+ bodies to develop an international LGBT+ conference in the UK with participants drawn from unions and 3rd sector organisations.

## **UCU**

## 12 LGBTI Equality in schools

Conference notes with grave concern evidence from the NASUWT LGBTI Teachers' that homophobic, bi-phobic and transphobic language, 'banter' and abuse, including online, continue to be rife in schools and colleges.

Conference further notes that, despite the compulsory introduction of sexuality and gender identity in the teaching of Relationships, Health and Sex Education, there remains insufficient training for staff in schools and colleges specifically on LGBTI inclusion.

Conference deplores the fact that this leaves LGBTI teachers, staff and pupils vulnerable to abuse and isolation and constitutes a failure of the employer to fulfil its responsibilities under the Equality Act 2010, specifically the Public Sector Equality Duty.

Conference calls on the TUC to campaign with affiliates for:

- i. mandatory comprehensive training on tackling homophobic, biphobic and transphobic language and abuse for all levels of school and college leaders and staff;
- ii. statutory monitoring that employers are meeting their legal responsibilities in tackling homophobic, biphobic and transphobic bullying and abuse; and
- iii. the statutory enforcement of the Public Sector Equality Duty provisions within all education establishments.

## NASUWT

## 13 LGBT+ Mental Health Services

Conference notes the extensive research showing that LGBT+ people are more likely to experience ill mental health. The UK has been recently criticised by the Council of Europe for its treatment of LGBT+ people. This coincides with rising levels of hate crime, inequality, and the disproportionate impact the COVID-19 pandemic has had on the LGBT+ community. All these factors contribute to an increase in ill mental health. Barriers including financial and fears of encountering LGBTphobia can stop people accessing support. LGBT+ freelancers who don't have access to employee assistance programmes may not be able to access any support at all. Little LGBT+ specific support exists and although voluntary and community organisations fill an important gap, many are reporting a loss of income and a reduction of services. LGBT+ people need accessible, specialist mental health service provision.

Conference calls on the TUC to lobby government to:

- i. Provide funding to develop sustainable mental health services designed by and for LGBT+ people with clear referral pathways, reduced waiting times and continuous support.
- ii. Tackle some of the root causes of ill mental health by allocating adequate resources to combating discrimination, hate crime and harassment.

- iii. Provide targeted funding and support for LGBT+ organisations.

## **Musicians' Union**

### **14 Eating Disorder Services for the LGBT+ Community**

Conference is concerned at the disproportionately high incidence of eating disorders and disordered eating behaviours amongst the LGBT+ community. It is particularly alarming that recent evidence shows that approximately 54% of LGBT+ adolescents have been diagnosed with a full-syndrome eating disorder during their lifetime, with an additional 21% suspecting that they had an eating disorder at some point during their life. Eating disorders have the highest mortality rates among psychiatric disorders with anorexia nervosa having the highest mortality rate in adolescence. LGBT+ young people often find it difficult to seek help due to a lack of acceptance, stigma and prejudice which can have a serious detrimental impact on their chance of good recovery.

Conference is concerned that only 90% of an extra £11m increase in funding for children and young people's eating disorder services awarded to Clinical Commissioning Groups is reaching front line services.

Conference calls on the TUC to:

- i. Campaign for adequate funding for specialist LGBT+ eating disorder services
- ii. Campaign for increased awareness of the challenges and stereotypes facing LGBT+ young people when seeking support.

## **BDA**

### **15 Press for NHS gender identity equality monitoring of staff and patients**

The NHS has no agreed mandatory gender identity monitoring standard for patients or staff. Monitoring will help the NHS to promote equality, and tackle discrimination in policies and practices. Therefore, while recognising that gender identity equality monitoring should be voluntary, anonymous and confidential, the failure to monitor and maintain a record of Trans+ people's health, including long term use of hormone therapy, can lead to detrimental treatment under the Equality Act 2010.

Additionally, lack of linkage between local and national, paper/electronic records causes further frustration for Trans+ patients who wish to record their gender identity.

Furthermore, absence of these standards for staff, poses difficulties for negotiators who have to rely on anecdotal rather than empirical evidence to advance Trans+ equality.

Reportedly, the DoH submitted a report to the Secretary of State for Health in 2020 but their decision is still awaited. We deplore this unnecessary delay in decision-making to

change this unequal and unfair treatment of Trans+ staff and patients, potentially jeopardising their health and well-being.

We call on the TUC LGBT+ Committee/affiliates to call upon the Secretary of State for Health to urgently bring in mandatory gender identity equality monitoring standards for patients and staff including monitoring its implementation.

## **Unite**

### **16 Public service broadcasting**

This conference condemns the government's attacks and steady undermining of public service broadcasting (PSB) in the UK, particularly in denigrating the BBC as a news organisation and threatening to privatise Channel 4. Channel 4 has been a champion of LGBT+ issues – in both its factual output and in innovative, commissioning challenging drama such as *It's a Sin*. The BBC has also – across radio, television and online – introduced LGBT+ coverage and representation in mainstream broadcasting, including appointing an LGBT+ news correspondent.

Conference also notes that campaigning by creative sector trade unions elicited more than 60,000 submissions to the 2021 DCMS consultation on the future of Channel 4. Channel 4 is a trusted news source which reaches diverse audiences and niche interests.

Conference deplores the present freezing of the BBC licence and year-on-year cuts to the corporation. Conference calls on the TUC, all unions and their members, individually and collectively to continue campaigns to protect the BBC's universal offering, noting that any alternative to the licence fee should not damage BBC output or support for the creative sector, that BBC services for over-75s should be funded from general taxation and that maintaining the PSB remit for impartial, regulated news remains imperative.

## **NUJ**

### **17 Attacks on workplace equality**

This conference recognises that support for LGBTQ+ equality at work is facing an increasing hostile environment, especially in the media. Current media and political debates around 'woke', 'culture wars' and criticisms for supporting trans workers are designed to undermine progress on equality issues. Increasingly, these attacks are being used to undermine inclusion and equality gains made by trade unions. These include criticising equality networks, undermining work around allyship, and campaigns against employers that adopt best practice policies that go beyond the legal minimum.

Conference recognises, that in part a hostile media has assumed the character of a moral panic, much like that prosecuted against gay and lesbian identities in the 1980s, materially

contributing to the normalisation of a culture that disregards LGBTQ+ mental health, physical well-being, and security.

Conference calls on TUC LGBT+ committee to:

- i. Reaffirm its support for LGBTQ+ equality, including supporting trans workers facing the brunt of attacks
- ii. Collaborate with the other TUC equality campaigns to ensure solidarity against attacks
- iii. Assist affiliates in holding employers to account in upholding protections outlined the Equality Act for all protected characteristics, including sex, sexuality, and gender reassignment, and for the ongoing improvement of inclusion practice

## Prospect

### 18 Pride is a protest not a brand

Conference notes:

- i. That large Pride events across the country have become commercial enterprises rather than community events.
- ii. As pride events have expanded, so has the commercial revenue needed to host the festival.
- iii. That the original notion of Pride as a protest is being challenged by many companies and pride events choosing it as a brand enhancement.
- iv. That many events are now too expensive for LGBTQ+ activists to attend

Conference believes:

1. That Pride is a protest, not a brand enhancement
2. That Pride events respecting this idea rather than a commercial festival should be promoted and supported
3. That unions should be fighting to represent the rights of all working people, and as such should be at the heart of fighting for LGBTQ+ issues
4. That unions supporting campaigning Pride events recruits LGBTQ+ people to union membership

This Conference resolves:

- a. That the TUC continues to encourage its affiliates to use their voice to put protest back in what must be community-based events not large corporate advertising campaigns.
- b. That affiliate activists, branches and officers should be encouraged to work to support and promote attendance at smaller, localised prides, so they can be a staging point to tackle local as well as national issues.

## GMB

## 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 particular 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 from 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 at the discretion of the Chair.

## ***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 question 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.