



AGENDA

**LESBIAN, GAY, BISEXUAL AND
TRANSGENDER CONFERENCE**
Thursday 7th February 2019

**The Liner Hotel
Lord Nelson Street
Liverpool
L3 5QB**

Message from the General Secretary

I am pleased to be able to welcome you all to the CWU LGBT Conference for 2019.

The last 12 months has seen the CWU's LGBT Advisory Committee maintain a strong reputation for lobbying on issues close to the heart of the LGBT community and I want to thank everyone for their efforts.

It concerns me greatly that LGBT people are still attacked in everyday life and face discrimination on a range of fronts. When I hear CWU members talk about their experience of hate crime – and we see the far right marching on our streets – I know that there is a lot of work for the union movement to do to assert our values in the UK.

In particular, many trans people face unacceptable treatment, with two in five trans people reporting hate-crimes against them in the past year. I am pleased that a new Trans Awareness Course will be available in the CWU in 2019 and that the union is developing a comprehensive mental health strategy, with mental health issues disproportionately affecting people across the LGBT community.

The changes to our equalities work that we will be moving forward under the Re-design project are about bringing these sorts of issues into the mainstream of the union and ensuring that the full weight of the CWU is brought behind them in our campaigning and wider industrial and political work.

I've heard our members and activists speak passionately about issues affecting the LGBT community and about their own experiences and the changes to our equality conferences are aimed at giving a mainstream platform to their voices. Alongside this, I'm proud that we will be making the ex-officio seats reserved for equality strands full voting members on the NEC and creating equality seats on the new Regional Executives, which I want to see driving forward the union's work in the future.

For me these new structures are about creating the right environment for our equality work, our industrial work and our political work, but ultimately our success as a union depends on members and reps getting involved. So as the new structures are rolled out, I hope you will get involved and take the opportunity to influence all of the union's work and put equality issues on the agenda in these new forums.

In this spirit I look forward to the debates ahead today and I hope you all have a wonderful conference.

DAVE WARD
General Secretary

Message from Trish Lavelle, Assistant Secretary

Dear Colleagues,

Welcome to the 15th motion based LGBT Conference, which this year is being held in Liverpool.

I extend a warm welcome to all delegates, guest speakers and visitors. If you're a first time delegate and would like buddying up with a member of the LGBT Committee for guidance and support during the day please let someone from the department know and we will facilitate this for you.

It is a great privilege for me to be given the leadership of the Equality agenda in our Union and whilst there will be undoubted change on the horizon there are exciting opportunities for everyone who has an interest in Equality.

Our Union has a proud record of fighting homophobia, biphobia and transphobia wherever it is experienced by members of the LGBT community. There is no place for intolerance of any kind in this great Union.

The CWU LGBTAC banner has been carried at a number of Pride events over the last years and I would like to thank John Monk and Jason Reynolds for leading on this initiative. Many Branches and Regions also actively took part and I would extend a big thanks to them for their support and hospitality. It really is appreciated.

A special thanks to our guest speakers and everyone from headquarters who has helped to put this Conference together.

One final message, I encourage all delegates new and old to take an active part in the Conference. It is a very friendly Conference and the perfect setting for you to make your first speech. I look forward to meeting you all.

TRISH LAVELLE
Assistant Secretary

Message from Chair of the LGBT Advisory Committee

Dear Colleagues,

As chair of the LGBT Advisory Committee, I am pleased to welcome you all to the 2019 CWU Lesbian, Gay, Bisexual, Trans Workers Conference in Liverpool.

Having this opportunity to inform you of the work done by the LGBTAC reflects how important the voice of equality is needed, especially with the rise in homophobic, biphobic and transphobic abuse and of the far right becoming more visible across Europe and in the UK.

During this two-year term, the LGBTAC have attended numerous PRIDE marches across the country, proudly showing our trade union values to everyone. The CWU rainbow banner has made local news on several occasions. I would particularly like to thank the regional secretaries and regional officers that have assisted us. The CWU member's commitment to PRIDE has been outstanding and huge thanks to the many members and activists that have attended PRIDE events.

The Committee is working with Education to devise Transgender Awareness training course and all being well this course will be up and running in 2019. The Trans community is the most persecuted group within the LGBT spectrum, which in itself says a lot and we must be seen as a Union to be standing with our Trans family.

We have been engaging with the Regions and have visited Regional Offices with our LGBT Bullying and Harassment Presentation. The presentation has been received with great approval and has instigated debate on every occasion. If you want us to come to you region please let the department know,

I would personally like to thank my colleagues on the LGBTAC and the Equality Department for their support and everyone else who helped to make today possible.

JASON REYNOLDS

Chair of the Lesbian, Gay, Bisexual, and Transgender Advisory Committee

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Lesbian, Gay, Bisexual and Transgender Conference of 2019 on behalf of the General Conference Standing Orders Committee.

The General SOC realise that the process of Redesign continues and that changes to some of our structures and rules, including our Conferences, are proposed, however until these are actioned (i.e. by a change in rule) we have prepared the Agenda according to the current rules and procedures.

This year we have again used the same criteria for motions that will be used for General Conference, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 30th January 2019** as reflected in the standing orders.

The Standing Orders Committee will be present during Conference should any delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General or the Industrial Conferences.

May you all enjoy a successful Conference.

Paddy Magill and Rob Alldritt
General Conference Standing Orders Committee

CWU LESBIAN, GAY, BISEXUAL AND TRANSGENDER CONFERENCE 2019–

STANDING ORDERS

1. The sessions of the Women's Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a
 - (i) Chairperson's Opening Remarks
 - (ii) Officer's Address
 - (iii) General Secretary's Address
 - (iv) Adoption of Standing Orders Committee Report (including appeals/reference back)
 - (v) Sections of Conference Business

- b The doors of Conference will open with registration at 10.00 and the conference commencing at 10.30 and closing at 15.45.

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
 - (i) Motions must be moved by a delegate from the submitting body.
 - (ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

Members of the Advisory Committee cannot move or second or speak on behalf of their branch.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak**

for a longer period, if agreed, it shall not exceed a further 3 minutes.

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3e(i)) applies to the Advisory Committee).
- k The Advisory Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the Advisory Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3e(i)) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

**ENDING
DEBATE**

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

**POINT OF
ORDER**

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
 - (i) That the speaker is using unparliamentary language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

- a Voting at Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A formal count may be called for either by the Chairperson of the Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

Procedure for a formal count shall be as follows. The voting delegate of each Branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 30th January 2019**. conferences@cwu.org Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) Motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite
 - (iii) the priority/placement given to a motion
 - (iv) timetable/programme of business
 - (v) the Standing Orders for Conference
 - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 30th January 2019** to conferences@cwu.org

Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so. After consideration of appeals/reference backs by the SOC, Branches, Advisory Committees, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.

- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The Advisory Committees will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2019 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2019.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference or Industrial Conferences to remit a motion in name of The Lesbian, Gary, Bisexual and Transgender Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The Lesbian, Gary, Bisexual and Transgender Conference, subject to the agreement of the relevant Conference.

9. PROHIBITIONS

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

TIMETABLE AND PROGRAMME OF BUSINESS

10.00	Registration
10.30	Chairperson's Opening Remarks
10.35	Maria Exall, Eulogy to Al Crisp
10.40	Trish Lavelle, Assistant Secretary Equality and Education
10.50	Dave Ward, CWU General Secretary's Address
11.05	Carl Webb, Regional Secretary's Welcom
11.10	Standing Orders Committee Report and Adoption of Standing Orders
11.15	Section I Motion 1
11.30	Guest Speaker
11.45	Section II Motions 2-8
12.30	Lunch
13.15	Section II Motions 2-8 continued followed by ballot
13.45	Guest Speaker
14.00	Panel Session "Future CWU Equality Strategy" to include Q&A
15.30	Summation by Chairperson and ballot result
15.45	Conference closes

**DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE
LOCATED ON THE SOC TABLE.**

Report to the Lesbian, Gay, Bisexual and Transgender (LGBT) Conference 2019

1. LGBT Advisory Committee

- 1.1. At the time of preparing this report the LGBTAC consisted of the following committee members:

Jason Reynolds (Chair), Trish Lavelle – Assistant Secretary), Jay Bhundia, William Byrne, Suzanne Dorritt (Vice Chair), John Monk, Jean Sharrocks, Steve Halliwell (NEC), Nick Darbyshire (NEC), Fevzi Hussein Policy Asst, Helen Cooper, Chris Hurley, Morag Gillies

1.2. New Rule (8.11.7)

The CWU Rule Book updated in May 2016 makes it clear that the Vice Chair is entitled to attend the National Executive Council (NEC) in an ex-officio capacity in the absence of the Chair.

New Rule 8.11.7 reads:

"The four Equal Opportunities Advisory Committees shall elect a Chair and Vice Chair from amongst their lay members. The Chair or Vice-Chairs shall be entitled to attend the NEC in an ex-officio capacity."

1.3 Interaction with Industrial Committees

Royal Mail Diversity Group (RMG): Members of the LGBTAC attend the RMG Diversity meetings and give reports at Advisory Committee meetings. In the last 12 months there have been some difficulty getting the meetings convened and this has been flagged to the Postal department.

1.4 Joint Advisory Committee Meetings: New Rule (8.11.9)

As a result of the carriage of Rule 8.11.9 all Advisory Committee members come together once a year in a joint committee meeting to engage as 'one' group on the Equality agenda. The Joint meeting acts as a vehicle for the Advisory Committees to push the Equality agenda forward.

New Rule 8.11.9 reads:

"In addition to the meeting in Rule 8.11.8, there will be an annual joint meeting of the Equal Opportunities Advisory Committees".

For ease of reference Rule 8.11.8 reads:

"The four Equal Opportunity Advisory Committees shall each meet a minimum of three times a year."

1.5 Rallies and Marches

Members of the Advisory Committee have been exceedingly active in engaging in numerous LGBT Pride marches throughout the United Kingdom since our last conference. The Regions have become increasingly involved in assisting and the Committee extend their sincere gratitude with a view to increasing members support at these events. This has been a real success story.

1.6 Brexit

Since the UK voted (on 23rd June 2016) to leave the European Union, media reports indicate a continued increase in racist and fascist abuses. The CWU and LGBTAC have been monitoring events closely increases in hate crimes across all of the strands have become more evident.

1.7 Move from Weekend to Weekday Conference 2017

CWU 2017 LGBT Worker's Conference was held midweek. The move was successful with 94 delegates attending. In total 132 people attended.

2. **REDESIGN**

The Proportionality/Redesign agenda is an on-going priority for the Equality Department and all of the Advisory Committees. The General Secretary has been meeting with the ACs throughout this process.

2.1 Mentoring

The Union has now trained a number of mentors and mentees. The mentoring programme offers an excellent tool to realise our representatives' full potential.

3. **CWU LGBT Workers' Conference 2017**

The 2016 LGBT Workers' Conference was held on Wednesday the 92nd of November at the City Hall, Bristol. 49 delegates, representing 70 branches were in attendance. The attendance and engagement was broadly consistent with that the previous year. The LGBT Equality Conference has seen a marked improvement in attendance since moving to midweek.

Motions 4 and 10 were chosen to be heard at the relevant Industrial and General Conferences.

3.1 Motions not sent to CWU General or CWU Industrial Conferences

The remaining motions carried at CWU LGBT Workers Conference but were not selected to go to CWU Annual Conference forms part of the work for the Advisory Committee in the forthcoming year. The work of the committee and department is reflected in the policy matrix.

4. **Guest Speakers**

Sarah Blackie from Papyrus and Deborah Gold National Aids Trust were guest speakers. Kye Dudd who kindly facilitate the City Hall also addressed the conference as did Regional Secretary Kevin Beazer.

5. **Priorities**

Allocation of Working Parties in the following areas:

5.1 Co-ordinating effective dissemination of Pride events as well as engaging with Branches and Regions to enable greater involvement of Pride.

5.2 Engaging Regions via the presentation on LGBT Bullying and Harassment.

Both these priorities flowed through from the previous year as work was continuing on these. In relation to 6.2 if you would like to have the presentation made to your Branch or Region please let the department know.

6. 2018 TUC LGBT Workers Conference

The TUC LGBT Workers Conference took place on 5th and 6th of July 2018.

The CWU delegates were:

- Dave Tee (NEC)
- Fevzi Hussein (Policy Asst.)
- John Monk
- Jason Reynolds
- Helen Cooper
- Jacky Morrey
- Jean Sharrocks
- Maria Exall

John Monk was returned/elected to the Committee and continues to be a great ambassador for the CWU. The CWU motion was on the issue of the GRA Reforms and was carried by the Conference.

7. 2017 STUC LGBT Workers Conference

The STUC LGBT Workers Conference took place on 9th and 10th of June 2018.

The CWU delegates were:

- Fevzi Hussein (Policy Asst.)
- Sally Wilson-Logue
- John Brown (Scottish Regional Secretary)

The CWU had a motion on the GRA, which after being amended was carried unanimously.

Sally Wilson was again elected to the Committee.

All delegates played an active part.

8. Equality Supplement (Voice)

The Word has ceased being published and now the CWU has a 4-page equality supplement, which goes out with the Voice – the supplement dedicates a page to LGBT issues; notwithstanding this equality issues are also covered in the Voice.

9. ALLOCATION OF LGBT MEMBERS TO THE REGION

The allocation was as shown below:

Scotland	William Bryne, Morag Gillies
Northern Ireland	John Monk
NW	Chris Hurley
NE	Suzanne Dorritt, Chris Hurley, Jean Sharrocks
Midlands	Jean Sharrocks
London	Jason Reynolds, Jay Bhundia, John Monk
Eastern	Jason Reynolds
South East	John Monk
South West	Helen Cooper
Wales	Jason Reynolds, Helen Cooper

LGBT ATTENDANCE RECORD

Name	Feb 2018	June 2018	Sept 2018
Linda Roy (Officer)	*	left	
Jason Reynolds (Chair)	✓	✓	✓
Jean Sharrocks	✓	✓	✓
Chris Hurley	✓	✓	✓
John Monk	✓	✓	✓
Suzanne Dorritt	✓	****	*****
William Byrne	✓	✓	✓
Nick Darbyshire - NEC	*	✓	*
Steve Halliwell – NEC	*	***	✓
Jay Bhundia	*	✓	*
Helen Cooper	✓	✓	✓
Fevzi Hussein	✓	✓	✓

* **Annual Leave**
 *** **OUB**
 ***** **Sick Leave**
 X **Apologies**

10. Your Views

We are always looking forward to the view of our members, so please let us have your ideas on how we can move the CWU forward in a positive way.

The LGBTAC has been working with the Education Department and a Trans Awareness course is in the process of being designed which will be available to be run in your regions.

Trish Lavelle
Assistant Secretary

CWU LGBTCONFERENCE 2017 - POLICY **ENACTMENT TABLE**

Motions	ActionProposed	Action to Date
<p>1. Conference notes that Northern Ireland is the only part of the UK and Ireland where same sex marriage is still banned. Conference stands in solidarity with friends and comrades in Northern Ireland who on Saturday 1 July 2017, held a protest march through Belfast calling for legalisation of same sex marriage.</p> <p>Conference further notes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> that the Democratic Unionist Party (the DUP) has vetoed the democratic will of the Northern Ireland Assembly by using a "petition of concern" and is committed to prevent legislation from reaching the statute books. <input type="checkbox"/> the voting records of the Tories give cause for grave concern, with the majority of Conservative MPs in the last parliament failing to support same-sex marriage. <input type="checkbox"/> That their agreement with the Conservatives has given the homophobic DUP undue prominence in UK Politics. <p>Conference therefore instructs the LGBT Advisory Committee to work with the NEC to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> continue to defend existing equalities legislation across the UK <input type="checkbox"/> support campaigns that seek to expand same sex marriage legislation in Northern Ireland <input type="checkbox"/> Oppose the alliance between the Conservative Party and the DUP. 	<p>Dept to write to Minister for Northern Ireland concerning same sex marriage issue.</p> <p>Dept to liaise with the TUC to see if there are any campaigns around the Conservative Party and DUP alliance that we can highlight to the CWU membership.</p>	<p>11 June: Email to ICTU seeking clarification as to any campaigns that we can support on same sex marriage - ONE LOVE campaign.</p> <p>Email to GS re draft concerning protection of equality legislation.</p> <p>18 June: Draft letter cleared by GS and sent in his name to Rt. Hon. Penny Mordaunt MP Minister for Equalities.</p> <p>5 Sept: Email sent to ICTU Eileen Lavery Head of Advice, Policy and Investigations</p> <p>10 Sept: Further letter sent to Minister for Equalities, as no response received to 18 June letter.</p> <p>28/9/18 - Equal Marriage badges were being worn at the Belfast Pride March - also article in the Equalities supplement.</p>
2.Conference notes recent calls by some both inside and outside the Trade	Dept to liaise with relevant trans	The dept is in the process of

<p>Union movement to exclude trans women from women's spaces. Conference believes this is discrimination against trans women. It is also illegal to exclude trans women who have received a gender recognition certificate.</p> <p>Whilst conference does not necessarily agree with everyone having to be labelled male or female, conference supports the right of those who wish to, to be identified as female and not excluded as a result of previously not being identified as female.</p> <p>Conference instructs the LGBTAC to campaign to try to ensure that Trans women are not discriminated against, both in their daily lives and political activity.</p>	<p>groups to build a new campaign supporting trans women in relation to their daily lives and political activity.</p>	<p>organising a Trans awarenesscourse, which will be available to all reps to attend. We are liaising with Education dept and the course has been drafted (June 18)</p> <p>Dept to liaise with Com to get a short video done using some of our Trans activists. Email sent to Coms 13/6</p> <p>August: Trans video filming day was set up but had to be postponed.</p> <p>The Trans Awareness Course has been finalised and the pilot is due to take place at the Elstead in November.</p> <p>Sept: The LGBTAC has also prepared a factsheet around Trans Awareness and final tweaks are being made to the draft.</p>
<p>3.Conference is aware of a University of Cambridge study that shows the level of homophobic bullying in Britain's secondary schools has fallen by a third in a decade. According to the study unfortunately 45% of gay pupils still face bullying.</p> <p>Conference instructs the LGBT committee in concert with the NEC to</p>	<p>Dept to liaise with TUC LGBT Committee with a view to organising a collaborative campaign to deal with homophobic bullying in Britain's secondary schools.</p>	<p>5 Sept: Email sent to Quinn Roache, TUC.</p> <p>Reply rec'd 6/9/18. TUC have confirmed no specific campaign currently.</p> <p>Email sent to Comms re Survey</p>

work with other Unions that are involved in education, the TUC and other like-minded groups to do whatever possible to get this level down.		Monkey 16/9/18 and exploring video on homophobic bullying in schools
<p>4.Conference notes the announcement by Justine Greening of a Government consultation on reviewing the Gender Recognition Act.</p> <p>Conference deplores the discrimination, prejudice, hate crimes and violence many transgendered people face in our society and instructs the LGBTAC to ensure that any CWU submission on this issue will be in line with the following principles:</p> <ol style="list-style-type: none"> 1. To support a social model of gender reassignment so that trans people are not reliant on a medical diagnosis of illness and a lengthy derogatory process before they are recognised for who they are. 2. To support the right for people to be acknowledged as gender non- binary at work and in wider society. 3. To maintain monitoring at work and in society that can help identify discrimination against women and men. 4. To support the right of all women (including trans women) to continue accessing safe spaces such as domestic violence agencies and rape crisis centres. 	Motion chosen to go to General Conference	A similarly worded motion is going to the LGBT TUC Conference.
<p>5.Conference acknowledges the growing importance of Social Media in engagement with CWU members and promotion of union policy and campaigns.</p> <p>Conference also congratulates the LGBTAC on its attendance at Pride events across the UK during 2017. It also notes the lack of involvement from CWU members at some Pride marches attended by the LGBTAC, and feels this was due to insufficient promotion with in the local branches, and on national</p>	Working party to be set up to promote the sentiments expressed in the motion.	<p>5Sept: Email sent to LGBTAC Chair who is on working party.</p> <p>5 Sept: Response received from LGBTAC Chair. Pride events put on website under news & events. Written to Regions to raise</p>

<p>communication channels.</p> <p>Conference feels that the development of a LGBT Awareness Week across all the CWU Social Media platforms during the summer of 2018 would improve the engagement of CWU members in LGBT issues. This week would promote the work of the LGBTAC, and their presence at Pride events during 2018. It would also give an opportunity to share information on the campaigns the LGBTAC are involved in, and relevant LGBT Awareness education provided by the CWU.</p> <p>Therefore, Conference instructs the LGBTAC to work together with the Communications Department, the Equality Department and the NEC to develop a LGBT Awareness Week across all CWU Social Media platforms for a consecutive seven-day period during the Summer of 2018.</p>		<p>profile locally prior to each Pride.</p>
<p>6. Becoming homeless can happen to anyone for many reasons; it is estimated that 1 in every 4 homeless youth identifies as LGBT+. This is not hard to understand when you consider that 85% of LGBT+ young people have faced some level of rejection by family members, just for being brave enough to come out and be who they are. And where do those young people go? Many prefer to stay on the streets, fearing more homophobic or transphobic abuse if they stay in the shelters other homeless people use.</p> <p>The Albert Kennedy Trust mission statement is "to ensure all lesbian, gay, bisexual and trans young people are able to live in accepting, supportive and caring homes, by providing a range of services to meet the individual needs of those who would otherwise be homeless or living in a hostile environment."</p> <p>Conference notes the above plight of the young LGBT+ community and congratulates the work the Albert Kennedy Trust does: conference</p>	<p>Dept to write to the GS requesting that CWU affiliates to the Albert Kennedy Trust.</p> <p>Dept to also contact the Trust and see if there is any promotional material that we can distribute to branches.</p>	<p>Sept5: Contact made with AKT. Laising with Carrie Reiner who is their lead fundraiser. We have also asked for their campaigns so we can help disseminate outreach amongst our members.</p> <p>Sept19: AKT report circulated to LGBTAC and CWU Branches. CWU is working with AKT to develop affiliation structure for them to allow CWU Branches to affiliate.</p>

therefore instructs the LGBT+ advisory committee to contact the Albert Kennedy Trust, to find out ways in which the CWU can promote their charity and offer what support is available in the way of a donation, printing, leafletting: and anything else they think we can do for them.		
<p>7.Conference recognises the work the Lesbian, Gay, Bisexual and Transgender advisory committee has done to raise awareness of and increasing visibility of the CWU at UK pride events. In their current two-year term of office members of the advisory committee have attended 20 pride events in the UK on behalf of the CWU.</p> <p>Due to the commercialisation of many prides that charge to attend the march or to have stalls the committee has, where possible, attended prides that are free of charge to ensure our members are not excluded from attending due to the costs involved.</p> <p>We have worked with a number of regional equality committees and regional secretaries over the past two years to attend pride events in their regions and to encourage local CWU members to join us at pride events.</p> <p>This conference instructs the LGBTAC and calls on the incoming LGBTAC to build on this work and ensure the CWU has a presence at pride events in other cities in the UK. The LGBTAC should continue to work with the regional equality committees, the NEC, other trade unions and community bodies to continue to increase CWU visibility at Pride festivals.</p>	Dept to write to Regional Secretaries highlighting pride events in their region, asking that they attend at least one event in their region.	<p>As the motion states, we have an active engagement plan of attending Pride events across the UK.</p> <p>Sept 5: The LGBTAC PRIDE engagement has finally come to an end with the Newquay PRIDE. It has had an extensive presence & branches & regions have engaged like never b4.</p>
<p>8.Conference recognises that transitioning, the process of changing one's gender presentation, can present specific issues and that more assistance and guidance is required to assist individuals in understanding and providing relevant guidance. To that aim, Conference instructs the Lesbian, Gay, Bisexual and</p>	Dept to create a factsheet around transitioning.	<p>Sept5: 1st draft is complete and the design has been done by Coms.</p> <p>Dec: The course has sadly had to be cancelled</p>

<p>Transgender Advisory Committee (LGBTAC) to work with the Equality Department to develop a fact sheet. This can then be included into the Equal Opportunities Toolkit to help transitioning members and to educate and inform CWU Reps and Officers on the subject.</p>		<p>twice but the pilot is ready – Trans members will also be attending so that it can be Trans-proofed accordingly.</p>
<p>9.This Conference should be inspired by Adam Harrison, for the ones who may have not heard of Adam, he loves rugby and never believed he would find a team to play for, now he is a coach, player, inspiring a new generation of LGBTQ players.</p> <p>This Motion instructs the LTGB committee working with the National Executive Committee, (NEC) Adam Harrison and other like-minded organisation chosen by the committee, Trade Union Congress LTGB Committee and the International Gay Rugby (IGR) to work to promote and to arrange a day of support on the same line of the day of support in Bradford.</p>	<p>Working party to be set up to organise a day of support at a LGBTQ rugby club.</p>	<p>Dec: The Chair is still making enquiries with the Rugby club.</p>
<p>10.Conference recognises the need for restructuring within the CWU and the subsequent Redesign project currently being undertaken. We further acknowledge that all areas of the Union are included within the current revision plans, including the structure of the Equality Department, Advisory Committees and their respective Conferences.</p> <p>We are concerned that the smaller and less influential Equality strands and their respective Advisory Committees could be lost completely if any potential future plans include the merging or removal of separate Equality Conferences and Advisory Committees. We recognise that Conference is a safe and welcoming environment for members who identify as LGBT, but are not comfortable in disclosing this information within their workplace.</p> <p>It is important to note that points of view and perspectives of LGBT workers</p>	<p>Motion chosen to go to General Conference</p> <p>Dept to write to the GS to ensure we embed this position as strongly as possible.</p>	<p>General Secretary has given a commitment that the standalone equality strands will continue to exist.</p>

<p>could be diminished if they were to lose their separate Equality strand. We understand that a more collaborative approach between all Advisory Committees would be beneficial as we recognise that there can be a cross over in the work carried out within the separate functions.</p> <p>Conference instructs the LGBT Advisory Committee to work with the NEC to ensure that all Equalities Conferences remain as separate events and do not become Policy Forums or discussion events.</p>		
<p>11.Conference welcomes the publication of “the Cost of Being Out at Work” by the TUC in July 2017. The TUC undertook the research to have a better understanding of the experiences of harassment and discrimination of LGBT+ workers in the UK. The research highlighted that although the legal rights have changed for LGBT+ workers have changed over recent years. Lesbian, gay, bisexual and transgender+ workers still experience harassment or are discriminated against by colleagues, managers or clients. The report recommends the following action for unions;</p> <ul style="list-style-type: none"> <input type="checkbox"/> Develop guidance for reps to support LGBT= workers working with third parties <input type="checkbox"/> Review training for union reps on transgender and other sexual and gender identities <input type="checkbox"/> Extend training on the Equality Act 2010/employment tribunal process for more union reps, equality reps and LGBT+ officers. <p>Therefore conference instructs the incoming LGBTAC to work with the NEC, the equality Department and other relevant HQ departments to implement the above recommendations, where not already implemented by the CWU.</p>	<p>Dept to liaise with the Education Dept to see if we can facilitate a course that will promote the findings of the TUC publication.</p>	<p>Ongoing.</p>

SECTION I INDUSTRIAL ISSUES

1 Pension Benefits

Conference notes that it cannot be assumed that pension rights are applied equally across the board to all couples, whether in heterosexual or same sex relationships.

It is a concern that some of the existing pensions which members have accrued may not pay out to a specified partner in a same sex relationship, despite it being clearly stated in an 'Expression of Wishes' form to the pension trustees, as the Trustees are not legally bound to enact these wishes.

Conference instructs the LGBT Advisory committee to work with the PEC to ensure that all members regardless of the nature of their relationship's, have their beneficiary wishes respected and enacted as a point of principle to ensure complete parity for all our members.

This directive is to include the proposed CDC pension currently in development, or any variant thereof.

Lesbian, Gay, Bisexual and Transgender Advisory Committee

SECTION II NATIONAL ISSUES

- 2** Conference notes the rise of transphobia since the governments GRA (2014) reform consultation began, particularly from a vociferous minority hounding the trans community.

In light of this, Stonewall and the DIVA magazine ran an advert in an October 2018 edition of the Metro newspaper, promoting solidarity with the trans community. The advert was supported by many leading companies, LGBT groups and trade unions.

Therefore, in this time of unprecedented hate campaigns against trans people and their rights Conference instruct the LGBTac to work with the NEC to,

- Adopt a more prominent role in supporting transgender rights, across all CWU media platforms.
- Produce a statement in support and solidarity with trans people and the protection of their rights.

Nottingham & District Amal

- 3** Conference notes the current situation with The WORD magazine, where this vital publication has been lost. Whilst acknowledging there was some consultation on the matter and ultimately the decision was a matter for the NEC, Conference strongly urges that The WORD should be reintroduced. The decision to remove The WORD has been a big backwards step for the CWU and its equality work, stifling the autonomous progress of minority section committees. Additionally, in particular, it removes a safe space for LGBT members to have a public forum.

Therefore, this conference instructs the LGBTAC to work with the NEC and consultation with the other three advisory committees (RAC, WAC & DSNAC) to find a way to support the publication of The WORD and find a way for its wider distribution, where this is possible and practical to do so.

South East Wales Amalgamated Branch

- 4** Conference notes that from the Special Redesign Conference the equality conferences will be moved into a one day conference at General Conference. Conference believes that this will have a detrimental effect on the issues being raised and resolved for the members of the CWU. There is a continued need for the Equality Conferences to be separate from General Conference.

Conference believes that the four equality conferences could be merged into two consecutive day's separate to General Conference to enable Redesign to be a success as well as giving the four equality strands a chance to come together but still have the same level of importance as we currently have.

Conference instructs the LGBT Advisory Committee to campaign in pursuance of this change.

Midland No 1 Branch

- 5** We call on the LGBT Advisory Committee to lobby the NEC on the issue of ensuring that Parliament is representative of the people of the UK. This would involve the NEC and the wider trade union movement calling for Labour to submit a motion to Parliament for a law to be passed that a set proportion of Prospective Parliamentary Candidates must identify as;

- Women
- LGBT
- Disabled
- Black and Minority Ethnic

This would cover all parties regardless of membership numbers.

The LGBT Advisory Committee is instructed accordingly.

Bristol & District Amal

6 PrEP

PrEP is a pill that is administered to protect HIV negative people from contracting HIV. It is currently provided in Scotland through the NHS. In Wales it is available in genitourinary clinics as part of a 3-year trial. In England there is a PrEP Impact trial going on involving 10,000 but it is not available at the point of need as described in both Scotland and Wales.

Being on PrEP means you don't have to worry about the status of your partner(s), because you're protecting yourself. It is a well-studied, evidence-based method of avoiding HIV transmission.

Conference instructs the LGBTAC, working with the NEC, to write to the Health Secretary and put forward the arguments that exist to help enable much easier access to PrEP.

PrEP stands for pre-exposure prophylaxis.

Lesbian, Gay, Bisexual and Transgender Advisory Committee

7 PRIDE PROGRAMME

Conference recognises the excellent work done by the LGBTAC in the last few years building the profile of PRIDE throughout the Regions and Branches. The engagement that we have seen recently shows a genuine embracement towards the PRIDE programme and this is hugely positive for all LGBT workers to see a strong CWU profile at PRIDE events up and down the country.

Conference notes the Redesign project and the transitional move away from the current Advisory Committee structures.

Conference instructs the LGBTAC, in conjunction with the NEC, that plans are made to ensure that this vital work continues during and post-Redesign.

Lesbian, Gay, Bisexual and Transgender Advisory Committee

8 Conference notes the content of Stonewall's 'Unhealthy Attitudes' report in 2015 about Gay Conversion Therapy.

In 2009 a survey of over 1,300 accredited mental health t found that over 200 had offered some form of conversion therapy, with 35% of patients referred to them for treatment by GPs and 40% of them treated within the NHS.

Conference notes that it is existing policy to continue to work with the relevant authorities in calling for this practice to be banned and to petition the Government to make the practice of 'Conversion Therapy' illegal in the U.K.

Conference requests that the LGBTAC works with the NEC provide a comprehensive report on its progress so far, and to outline what steps the Government has taken till now to ban this practice.

Conference instructs the LGBTAC and NEC to ensure any such report is disseminated through the appropriate channels.

South West Regional Equality Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 9** This Conference notes CWU and TUC policy on trans rights passed at CWU Conference 2018 and TUC Congress 2018. It is now time for us to develop a campaigning strategy to support trans rights and raise awareness of trans issues within our Union. This strategy should include training on trans awareness for our Union activists including challenging the myths about trans women and men and gender non binary people. It should develop good practise on supporting our trans members in the workplaces where the CWU is organised and extend this across all industrial sectors and Regions. We call on CWU HQ to draw up, in consultation with trans activists, a programme on trans awareness to roll out in 2019 and to coordinate its delivery in all CWU Regions. The NEC is instructed to update our policies on workplace trans rights and publish this in 2019.

Greater London Combined

- 10** To be moved: It was agreed that there should be an Equality Day at conference. We have concerns around who can attend and who feel safe to attend.

This motion instructs the Lesbian, Gay, Bisexual & Trans-gender Advisory Committee (LGBTAC) working with the National Executive Committee (NEC) to monitor the situation and record and report back the numbers of our members that are attending Equality Day at Conference by way of Letter to Branches (LTB) in time for motions to conference 2020.

London South West Postal

NOTES