



# **AGENDA**

LESBIAN, GAY, BISEXUAL AND  
TRANSGENDER CONFERENCE  
WEDNESDAY 9<sup>TH</sup> NOVEMBER 2016

**Mercure Leicester The Grand Hotel**  
**Granby Street**  
**Leicester**  
**LE1 6ES**

## Message from the General Secretary

Dear Colleagues

I would like to extend a warm welcome to all delegates, observers and visitors attending the CWU LGBT Conference in Leicester.

Leicester is well known for being a diverse city and it hosts, amongst other events, its own PRIDE Festival, which is one of the largest outside of London. So it is fitting that we are here this year.

LGBTi issues are a huge priority for the trade union movement and the CWU has a proud record of promoting LGBT rights. Yet despite undoubted progress that has been made on LGBTi issues in the UK, we all know that members of the LGBTi community still face persecution.

In particular our movement needs to stand up for the rights of trans people at the current time. The statistics linked to depression and suicide for this group of people is something that shocks me deeply and should motivate us all to drive forward our campaigning for respect and equality for all.

This said, I am encouraged to see more CWU members feeling safe enough to come out as trans. We have to make sure these people receive as much support as possible in the workplace and are fully accepted in our union - and where there are issues in CWU workplaces, we need to make sure we address them whenever they arise.

The Union is proud to promote LGBTi rights. We are a trade union proud to associate with the rainbow and we will be doing more on Proportionality linked to LGBTi over the next year. At this conference I want to hear your views on this part of our work.

I look forward to meeting you all and hope you have an enjoyable conference.

**DAVE WARD**  
**General Secretary**

## Message from National Equality Officer

Dear Colleagues

Welcome to what will be the 13<sup>th</sup> motion based LGBT Conference, which this year is being held in Leicester.

I extend a warm welcome to all delegates, but particularly to our first-time delegates, you are the CWU future activists. It is essential to have new activists coming through which reflects our membership.

The LGBT Advisory Committee have been very busy this year and working tirelessly to fight injustices faced by the LGBT community both in the workplace and in society in general.

The CWU LGBT banner has been displayed at many PRIDE events this year and wherever the banner goes it always attracts a lot of attention and a lot of questions about the CWU as a Union. The banner has been to Birmingham, Croydon, Glasgow, Bournemouth, Portsmouth, Leeds, Reading, Jersey and London.

We continue to fight homophobia in sport and continue to make progress on proportionality. The CWU data base is being improved to create an opportunity for members to give more details around LGBT monitoring.

I would like to encourage all delegates new and old, to take an active part in the conference. This is a very friendly conference and the perfect setting for you to make your first speech.

I would like to thank everyone from headquarters who has helped to put this conference together  
I would also like to thank all the speakers.

Please enjoy this conference.

**LINDA ROY**  
**National Equality Officer**

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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 2016 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference next year and, as such, the Standing Orders are as close as possible to those that will be in place for that Conference. In doing so we hope to decrease the perception, ill-advised as it is, that these Conferences are less important than General Conference.

We have, in both the guidance notes and the Standing Orders recognised the new right of the Regional Equality Committees to submit motions to this Conference.

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.

Yours sincerely,

**Paddy Magill/Rob Alldritt**  
**General Conference Standing Orders Committee**

## **LGBT CONFERENCE 2016– STANDING ORDERS**

1. The sessions of the LGBT Conference shall commence in accordance with the timetable.

### **2. TIMETABLE**

- a (i) Chairperson's Opening Remarks  
(ii) Equality 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 at 09.30 with conference commencing at 10.00 and closing at 16.00.

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 (SO3e1 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 (SO3e1) 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 SO3e1 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 **Thursday 3rd November 2016**. [conferences@cwu.org](mailto: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.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d 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 **Thursday 3<sup>rd</sup> November 2016** to [conferences@cwu.org](mailto: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 2017 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2017.

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 LGBT 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 Disabled Workers 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**

|       |  |
|-------|--|
| 09.30 | Registration   |
| 10.00 | Chairperson's Opening Remarks                                    |
| 10.05 | Linda Roy, Equality Officer                                      |
| 10.15 | Dave Ward, CWU General Secretary's Address                       |
| 10.25 | Kate Hudson, Regional Secretary's Welcome                        |
| 10.30 | Standing Orders Committee Report and Adoption of Standing Orders |
| 10.35 | Section I Motion 1   |
| 10.45 | Section II Motions 2-17  |
| 12.10 | Guest Speaker – Phylis Opkgymiah                                 |
| 12.30 | Lunch  |
| 13.30 | Guest Speaker – Amanda Richards                                  |
| 13.50 | Section II Motions 2-17 continued followed by ballot             |
| 14.45 | Panel Session  |
| 15.15 | Lee Barron – Dying to Work Presentation                          |
| 15.30 | Trish Lavelle Mentoring Presentation                             |
| 15.45 | Summation by Chairperson   |
| 16.00 | 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 2016

### 1. **LGBT Advisory Committee**

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

Kate Stewart (Chair), John Monk (Vice-Chair), Linda Roy (National Equality Officer), Fevzi Hussein (Coordinator), Tara Morgan, Jean Sharrocks, Theresa Clark, Jason Reynolds, William Byrne, Keith Tyrell, Suzanne Dorritt, Sally Wilson, Merlin Reader, Ian Ward (NEC), Nick Darbyshire (NEC).

- 1.2. I would like to express my sincere thanks to the following individuals who have served tirelessly on the LGBT Advisory Committee for a number of years and have now gone onto greener pastures:

- i. Alan Harte
- ii. Cathryn Heath
- iii. Dave Daniel
- iv. Duncan Strivens
- v. Rob McCracken
- vi. Sarah Woolaghan

- 1.3. 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."***

- 1.4. 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.

- 1.5. 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."***

1.6 General Secretary's Interaction with the LGBTAC

Over the past year, Dave Ward, the General Secretary has interacted with the LGBTAC on moving the agenda forward.

1.7 Election of the Mayor of London

The CWU and members of the LGBTAC gave their full support to Sadiq Khan in the 2016 London Mayoral election. Congratulations to Sadiq on being elected to the post of Mayor of London.

1.8 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. For the first time, the LGBTAC attended a Pride in Jersey and also represented the CWU in Croydon at their first march in 20 years.

1.9 Brexit

Since the UK voted (on 23<sup>rd</sup> June 2016) to leave the European Union, media reports indicate an increase in racist and fascist abuses. The CWU and LGBTAC will be monitoring events closely and an update will be included in next years' LGBTAC Committee report.

1.10 Move from Weekend to Weekday Conference 2016

CWU 2016 LGBT Workers Conference is being held midweek. The move to a weekday event is as a result of the successful trial of the CWU Women's and Disability Conferences last year. This was so successful, that going forward, it was agreed all Equality Conferences shall be moving to a weekday event.

**2. Proportionality**

The Equality Department has been instrumental in setting up the Proportionality Forum earlier this year. The event was led by the Advisory Committees who all gave presentations on their work and ongoing priorities.

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 2015**

The 2015 LGBT Workers' Conference was held on Saturday 3<sup>rd</sup> October 2015 at the Grand Central Hotel in Glasgow. 81 delegates, represented by 45 branches were in attendance.

Motions 1, 2 and 6 were chosen to be heard at the relevant Industrial and General Conferences.

#### 4. **Motions to 2016 CWU Annual Conferences**

##### 4.1 Motions to the 2016 CWU General Conference

Motions 2 and 6 from the CWU LGBT Workers' Conference were selected to go to General Conference.

Motion 2 from the 2015 CWU LGBT Workers' Conference (was Motion No. 9 on the General Conference Agenda) reads:

***"Conference notes that homelessness rates among young LGBT people are likely to be much higher than their straight counterparts. Some studies have found that in urban areas 30% of young homeless people identify as LGBT.***

***Many will already have faced a major vulnerability in facing homophobia and/or abuse at home from family members or partners. Sexual exploitation, mental health issues, issues around substance abuse are all very real threats to the homeless LGBT population.***

***Conference acknowledges the excellent work of the Albert Kennedy Trust who in 2014 provided 8,000 nights of accommodation for young LGBT homeless people. 2014 saw a 160% increase in demand for these services.***

***The austerity measures facing those most vulnerable in society means that these people are in a very desperate state with little or no support available to them.***

***Conference urges the NEC to work in conjunction with the LGBTAC to organise a campaign to promote affiliation to the Albert Kennedy Trust. In addition to this, the campaign should lobby Government to demand that more specialist support for homeless LGBT people is made available by local authorities.***

***CWU LGBT Workers' Conference"***

The motion was **carried**

Motion 6 from the 2015 CWU LGBT Workers' Conference (was Motion No. 52 at CWU General Conference 2016) reads:

***This Conference agrees that proportionality is high on the CWU Agenda and avenues for a more inclusive union must be a priority. It is therefore of some concern that the two LGBT conference motions carried at the LGBT 2014 Conference to be put forward at the 2015 General Conference were ruled out of order and had no opportunity to be debated. To date there has not been any explanation why these motions were ruled out of order.***

***This Conference calls on the CWU NEC to work with the Equality Department to publish an LTB.***

***The LTB should set out clearly;***

***An explanation for the reason that both of the motions put forward by the LGBT Conference 2014 were ruled out of order and not admitted to the General Conference 2015 and who is ultimately responsible.***

***An apology to the Branch's who's motions at the LGBT Conference 2014 were the ones voted to be put forward to General Conference 2015 and to the Union as a whole.***

**An assurance that it should not occur again with policies and procedures that will be put in place to make sure it doesn't happen again.**

**CWU LGBT Conference"**

The motion was **not carried**.

#### 4.2 Industrial Conferences

Motion 1 at 2015 CWU LGBT Workers' Conference was carried to go to the CWU 2016 Telecoms & Financial Services Conference.

Motion 1 reads:

**"Conference agrees that LGBT History month is an important part of the union calendar. According to the LGBT History Month website, its overall aim is to promote equality and diversity for the benefit of the public by:**

- 1. Increasing the visibility of lesbian, gay, bisexual and transgender ("LGBT") people, their history, lives and their experiences in the curriculum and culture of educational and other institutions and the wider community;**
- 2. Raising awareness and advancing education on matters affecting the LGBT community;**
- 3. Working to make educational and other institutions safe spaces for all LGBT communities and;**
- 4. Promoting the welfare of LGBT people, by ensuring that the education system recognises and enables LGBT people to achieve their full potential, so they contribute fully to society and lead fulfilled lives, thus benefiting society as a whole.**

**Conference believes that our members should be able to celebrate and access LGBT HM resources through their employer and to this effect Conference urges the T&FSE, in conjunction with the LGBTAC, to negotiate with BT, to ensure that LGBT HM is a part of their diversity calendar and is celebrated accordingly.**

**CWU LGBT Conference**

#### 4.3 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.

#### **5. Guest Speakers**

James Morton, Scottish Transgender Alliance Manager, Equality Network and Paul Dillane, Executive Director for UK Lesbian and Gay Immigration Group (UKLGIG) addressed the conference as guest speakers.

## 6. **Priorities**

Allocation of Working Parties in the following areas:

- 6.1 Co-ordinating effective dissemination of Pride events as well as engaging with Branches and Regions to enable greater involvement of Pride.
- 6.2 LGBT Harassment Presentation
- 6.3 LGBT Presentation at Proportionality Forum

## 7. **2016 TUC LGBT Workers Conference**

The TUC LGBT Workers Conference took place on 23<sup>rd</sup> and 24<sup>th</sup> June 2016. The CWU delegates were:

- i. Linda Roy
- ii. Suzanne Dorritt
- iii. Dave Daniel
- iv. Merlin Reader
- v. Jason Reynolds
- vi. Laurie Smith
- vii. Tony Sneddon

The CWU submitted the following motion at the 2016 TUC LGBT Workers Conference. The motion was placed as Motion No. 11 on the 2016 TUC LGBT Workers Conference Agenda.

The motion reads:

### **Time For A Change**

***"When a person goes through the transition process they go through a rollercoaster of emotions. There will be highs and lows and ultimately the process should allow for remedy in relation to the issue of gender dysphoria. This motion seeks to address the timescales currently involved in this process which currently, according to the Chrysalis website, takes 2 to 2.5 years from counselling up to surgery.***

***This motion calls on the incoming LGBT Committee to commission a study into the process of transition, which should involve extensive communication with the transgender community to establish their views in relation to current timescales. A report shall be made available prior to the 2017 TUC LGBT Conference allowing opportunity for Unions to make submissions for motions linked to the findings of the report."***

The motion was **carried**.

## 8. **2016 STUC LGBT Workers Conference**

The STUC LGBT Workers Conference took place on 23<sup>rd</sup> and 24<sup>th</sup> June 2016. The CWU delegates were:

- i. Linda Roy
- ii. Sally Wilson
- iii. John Brown
- iv. Dave Daniel
- v. Ann Scotland
- vi. William Byrne

The CWU submitted the following 2 motions at the 2016 STUC LGBT Workers Conference:

Motion 1:

**"Intersex Awareness**

***Intersex is a variation in sex characteristics that do not allow an individual to be distinctly identified as male or female. Intersex infants and children, such as those with ambiguous outer genitalia, may be surgically and/or hormonally altered to create perceived more socially acceptable sex characteristics. However, this is considered controversial, with no firm evidence of good outcomes. Such treatments may involve sterilization. Adults, including elite female athletes, have also been subjects of such treatment. Research in the late 20th century indicates a growing medical consensus that diverse intersex bodies are normal-if relatively rare-forms of human biology.***

***Increasingly these issues are recognized as human rights abuses, with statements from international and national human rights and ethics institutions. Intersex organizations have also issued joint statements over several years as part of an International Intersex Forum. Like all individuals, intersex people have various gender identities. Most identify as either a woman or man, while some may identify as neither exclusively a woman nor exclusively a man. Some intersex individuals may be raised as a woman or man but then identify with another gender identity later in life.***

Motion 2:

**"Trans Prisoners**

***The CWU feels that the issue of intersex has been brushed to one side for too long and calls on the STUC LGBT Workers Committee to look at ways to help to bring about a better and more sympathetic understanding of the condition itself and intersex people in particular.***

***Conference will be aware of the tragic deaths in custody last year of trans-women being held in male prisons.***

***Vikki Thompson was being held at Armley jail, a category B men's prison, and had told friends she would kill herself if she was sent to a male prison. Vicki had identified as female since her mid-teens. Two weeks after her suicide, Joanne Latham, another transgender woman, took her own life while being held in a centre designed to hold some of the most dangerous men in the country.***

***Current Transgender prison rules state that prisoners should be placed according to their gender "as recognised by UK law" - usually as stated on their birth certificate, so unless inmates have obtained a gender recognition certificate they're often held in prisons that don't match up with their gender identity***

***A UN report dating way back to 2001 found that trans prisoners, especially "male to female" inmates, were at great risk of physical and sexual abuse by prison guards and fellow prisoners if placed in men's prisons.***

***The government has announced it is re-examining its policy on transgender prisoners following these deaths. Whilst this move is welcome it comes too late for Vicki and Joanne; there may be others that we have not heard of. Amazingly there is no record kept regarding the number of transgender prisoners.***

***This motion calls on the STUC LGBT Workers' Committee to keep up the pressure, using all means available to it, to ensure that the guidelines are indeed changed so that in future such tragedies are avoided and that no transgender person suffers the indignity and injustice of current practice."***

Our congratulations to Sally Wilson, who was elected onto the STUC LGBT Committee.

**9. 2016 CWU Annual Conference Equality Day**

The theme of Equality Day 2016 was "*Equality Matters*". All Advisory Committee members were involved and all conference delegates had an opportunity to wear a t-shirt and get involved in the activities which took place on the day.

**10. "OUT TALK"**

The "Out Talk" is no longer produced in the format it used to be. A new magazine called "The Word" brings together all previous sections of the four Advisory magazines under one umbrella. So, while there is no longer a dedicated "Out Talk", a section dedicated to LGBT continues in "The Word".

The new format -"The Word"- has proved extremely popular as all members of the CWU are given the opportunity to read articles written by the four advisory strands e.g. Women Advisory Committee members, Disability Advisory Committee members, Lesbian, Gay, Bisexual and Transgender Committee members and the LGBT Advisory Committee members in one dedicated magazine.

**11. 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.

## **ALLOCATION OF THE LGBT MEMBERS TO THE REGIONS**

The allocation was as shown below:

|          |                                 |
|----------|---------------------------------|
| Scotland | William Byrne                   |
| NI       | John Monk                       |
| NW       | Tara Morgan                     |
| NE       | Suzanne Dorritt / Theresa Clark |
| Midland  | Kate Stewart                    |
| London   | Keith Tyrell / Jason Reynolds   |
| Eastern  | Merlin Reader                   |
| SE       | John Monk                       |
| SW       | Kate Stewart                    |
| Wales    | Kate Stewart                    |

## **Attendance at LGBTAC meetings**

| <b>Name</b>                                  | <b>Feb 2016</b> | <b>June 2016</b> | <b>Sept 2016</b> |
|--|-----------------|------------------|------------------|
| <b>Kate Stewart (Chair)</b>                  | ✓               | ✓                | *                |
| <b>John Monk (Vice-Chair)</b>                | ✓               | ✓                | ✓                |
| <b>Linda Roy (National Equality Officer)</b> | ✓               | ✓                | ✓                |
| <b>Fevzi Hussein (Co-ordinator)</b>          | ✓               | <b>X</b>         |                  |
| <b>Tara Morgan</b>                           | ✓               | ✓                | ✓                |
| <b>Jean Sharrocks</b>                        |                 | ✓                | ✓                |
| <b>Theresa Clark</b>                         | ✓               | ✓                | ✓                |
| <b>Jason Reynolds</b>                        | ✓               | ✓                | ✓                |
| <b>William Byrne</b>                         | ✓               | *                | ✓                |
| <b>Keith Tyrell</b>                          | ✓               | ✓                | ***              |
| <b>Suzanne Dorritt</b>                       | <b>X</b>        | ✓                | <b>S/L</b>       |
| <b>Sally Wilson</b>                          | <b>X</b>        | ✓                | *                |
| <b>Merlin Reader</b>                         | <b>X</b>        | *                | ✓                |
| <b>Pauline Granstan (Researcher)</b>         | ***             | ✓                | ✓                |
| <b>Ian Ward (NEC)</b>                        |                 | ✓                | *                |
| <b>Nick Darbyshire (NEC)</b>                 |                 | <b>S/L</b>       | *                |

- ✓ **Present**
- ✓✓ **Newly Appointed**
- \* **Annual leave**
- \*\* **Domestic**
- \*\*\* **OUB**
- S/L **Sick Leave**
- x **Apologies**
- ++ **Resigned**

## BIOGRAPHICAL DETAILS GUEST SPEAKERS



### **PHYLLIS OPOKU-GYIMAH – CO FOUNDER AND EXECUTIVE DIRECT OF UK BLACK PRIDE**

As the co-founder and Executive Director of UK Black Pride, it is safe to say that she is one of the leading lights behind the amazing celebration of Black LGBT communities. She has been named in the Independent Rainbow List as one of the top 100 most influential LGBT people.

She have worked tirelessly to bring together LGBT activists, artists, volunteers and supporters from within the LGBT community and beyond to support UK Black Pride and other such events. She was nominated as Woman of the Year at the Black LGBT Community Awards 2007.

A Civil Servant by profession, she took a job in the Public and Commercial Services (PCS) Trade Union where she started off trailblazing as the only Black female lead negotiator within Law and Justice bargaining area, then was promoted to Head of Equality, Health & Safety. Thereon to be the Head of Campaigns and Parliamentary Affairs.

In 2014, Phyllis previously served one year on the Pride London Community Advisory Board (CAB) and currently sits on the TUC LGBT Committee, TUC Race Relations Committee, board member of Justice for Gay Africans which focuses on Human Rights, Equal Rights, challenging racism and discrimination. Newly appointed Trustee for Stonewall.



### **AMANDA RICHARDS**

Amanda Richards is a Chartered Mechanical Engineer and works as the Health and Safety Officer for Wexford County Council in Ireland. She was the first woman to qualify as a Mining Engineer

from University College Cardiff and worked extensively in industry in the U.K. She became to Secretary of the MSF Trade Union at Rolls Royce Ansty, where she organised industrial action in opposition to extensive job losses. She became the first woman President of Coventry Trades

Union Council, was the Women's Officer for MSF West Midlands Region and sat on the national Standing Orders Committee.

Amanda moved to Ireland in 2007 where she has worked as a branch official within the IMPACT and SIPTU trade unions. She is also actively involved in a committee in her local village commemorating a local man, George Brown, who died for the republican cause in the Spanish Civil War. This committee organises a significant political event in their small Kilkenny village of Inistioge each year. This event has always been supported by the CWU.

Amanda has three daughters who are all in third level education. She is committed to all issues relating to the equality agenda and is currently actively working in the "Repeal the Eighth" campaign in Ireland.

## **SECTION I INDUSTRIAL ISSUES**

- 1** Conference notes the difficulty of LGBT Members in securing Saturday leave/days off to attend annual local Pride events in Royal Mail Delivery Offices. Summer budget plans and poorly implemented annual leave procedures make it very difficult to get a Saturday off during the Pride season.

Conference instructs that Royal Mail addresses this problem for its LGBT members. When this situation arises, Royal Mail Unit Managers should have a sympathetic approach, and try to exhaust all the processes at their disposal to allow an LGBT employee to attend their local Pride event. Royal Mail should also make their Unit managers aware of the importance of the Pride event to its LGBT employees. They should also be aware that the adoption of their "LGBT & Friends Network" in some areas has not changed, or improved the position for LGBT employees and their supporters gaining leave on a Saturday for Pride Events.

Therefore Conference instructs the LGBTAC to work together with the Postal Executive and relevant CWU HQ departments to ensure that LGBT members in Royal Mail have better access to pride events.

**Plymouth and East Cornwall**

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## **SECTION II NATIONAL ISSUES**

- 2** Conference condemns the Governments plans to scrap the Human Rights Act and replace it with a "British Bill of Rights". The Human Rights Act was bought in by the Labour Government and incorporated into the European Convention on Human Rights.

The HRA has;

- held the State to account for spying on us
- safeguarded our soldiers
- supported peaceful protest
- helped rape victims
- defended domestic violence sufferers
- guarded against slavery
- protected those in care
- shielded press freedom

Our Human Rights Act protects every one: whatever their sexuality, gender, age or ethnicity.

The proposed Bill of Rights would weaken the rights of everyone, meaning less protection against powerful interests. It would also limit human rights to only those cases the Government considers "most serious".

Therefore Conference instructs the LGBT Committee and the NEC to campaign to maintain the act and the protections it gives.

### **Birmingham, Black Country and Worcester**

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- 3** Conference instructs the LGBT Advisory Committee to work closely with the NEC, the Equality Dept. to facilitate a float & participate in the parades at either "Pride" London, Birmingham, Manchester etc., they must also engage with the Businesses we have members in & represent to jointly commit to fund these floats /participations in by 2018 to show to the Public & our Members/Employees that we believe in Equality for All & Inclusivity for all.

### **York and District Amal**

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- 4** Conference notes that people who identify as intersex, asexual, queer, non-binary and questioning all face discrimination and exclusion from our societies and workplaces, Therefore conference agrees that it is time to rename the LGBT Advsoy Committee; LGBT Conference and all related LGBT work within the CWU as LGBT +.

This will allow more inclusivity and will incorporate people who identify as intersex, assexual, queer, non-binary and questioning into the work and policy creation of the CWU. We therefore instruct the CWU LGBT Advisory Committee to work with the NEC and Equality Department with the aim of changing our name to LGBT +.

### **LGBT Advisory Committee**

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- 5** Conference notes that Northern Ireland is the only part of the British Isles that does not allow same sex couples to marry. It also notes that attempts to alter marriage laws in the region have either been defeated by the Northern Ireland Assembly or a motion of concern has been tabled to prevent any motions having any legal effect.

Conference calls upon the CWU LGBT Advisory Committee to work with the NEC to campaign for equal marriage rights within Northern Ireland; the TUC and the wider labour movement as it is only right that all UK citizens, regardless of where they live, are offered the opportunity to marry.

**LGBT Advisory Committee**

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- 6** Conference notes the cost of attending many Pride marches and festivals is putting off many organisations and individuals from participating. Organisations are charged for stalls, and even to formally march. The cost of tickets for some festivals means poorer working class LGBT people are excluded from attending.

Where companies give significant funds to some Prides, notably London, unions and community organisations are often side-lined and relegated to the rear of the march.

Conference condemns the corporatisation of many Prides, and instructs the LGBT Advisory committee to work with other unions and community bodies to find ways to increase access and visibility at Pride marches and festivals, and to increase accessibility for all.

**LGBT Advisory Committee**

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## **7 COMPOSITE MOTION**

**This conference recognises the fact that our comrades who identify as either Transgender or as Bisexual are very much a minority. Issues such as hate crime and discrimination can go unreported and over-looked.**

**This conference recognises the excellent work the LGBT committee have done in recent months, particularly with regard to transgender issues and believes it's time for the CWU to make a solid commitment to these two minority groups.**

**This conference therefore instructs the LGBT Advisory Committee to introduce a named officer for Transgender issues and a named officer for Bisexuality issues on the LGBT Advisory Committee. Members affected by issues around Transgender status or Bisexuality would then recognise how seriously the CWU takes their issues and also have a first point of contact where they know they can safely go for advice or help.**

**The role of the Officers would be to provide a point of contact for members regarding help and advice. They would also lead the relevant awareness campaigns organised by the LGBT Advisory Committee.**

**The Officers would be selected from within the existing LGBTAC, by the LGBTAC and should be in place (and this communicated to the membership via an LTB) by Annual Conference 2017.**

Gloucestershire Amal  
South West Regional Equality Committee

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**8** Conference notes that the minutes from the LGBTAC Meetings are not clearly displayed on the CWU National Website. Conference also notes the difficulty of obtaining the minutes of LGBTAC Meetings.

Therefore, Conference instructs the LGBTAC to distribute all agreed minutes to Branch Secretaries as and when they become available.

**Eastern No.5**

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**9** Conference notes the appalling treatment of asylum seekers by the UK government. They can be held in 'detention', effectively imprisoned, without trial or being charged with any offence, indefinitely. One woman was locked up for 5 years.

LGBT Asylum seekers are told to 'prove' their sexual orientation. This has meant one woman being asked for pictures of her having sex with her girlfriend. The government is still ignoring legal advice that LGBT asylum seekers should not be deported to countries where they are at risk because of their sexual orientation and/or gender identity.

Conference further notes that it was once 'illegal' to be gay in the UK. Conference believes no-one is 'illegal', whether because of sexuality, 'race', sexual orientation, or place of birth.

Conference condemns the treatment of migrants and asylum seekers by the UK government.

Conference instructs the LGBT Executive to campaign alongside other Trade unions and community groups for the closing down of detention centres, the cessation of intrusive questioning of LGBT asylum seekers, and the Government to respect the human rights of all asylum seekers.

**London Region Equality Committee**

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**10** That this Conference instructs the Lesbian, Gay, Bisexual and Transgender Advisory Committee to pursue the following policy: This conference is more than aware of the on-going homophobia, biphobia and transphobia experienced by members of the LGBT community when either playing or watching sport.

This conference applauds the great work done by the Batley Bulldogs rugby league team in naming and banning a 'so-called' fan for sending homophobic tweets to the club captain Keegan Hirst.

This motion instructs the LGBT Advisory Committee to work with the NEC to liaise with the Rugby Football League and other like-minded groups to hold an open day

at Batley and with other clubs (chosen at the discretion by the LGBTAC), down the same lines as the day of actions that has been held in the past with the homophobia in football campaign with Plymouth Argyle and Bradford City football clubs.

**London South West Postal**

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- 11** Conference instructs the LGBT committee to produce a poster and flyer directed at LGBT ethnic minority groups with links to various help and support. The objective of this initiative is to stop the stereotype and breakdown the stigma and barriers for our members in this community.

**North West Regional Equality Committee**

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- 12** Conference instructs the LGBTAC to work closely with the NEC and Education Department to develop a one day Transgender and gender re assignment awareness course for representatives, these courses to be run in the field, to increase accessibility to all.

**Nottingham and District Amal**

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- 13** This Conference acknowledges all the good work the Lesbian, Gay, Bisexual and Transgender Advisory Committee does on behalf of its members. However, conference recognizing that there appear to be a lack of accountability of the work the committee does in its two years' term of office.

Conference calls on the Lesbian, Gay, Bisexual and Transgender Advisory Committee and the Equality Department to work with the NEC to give the Chair of the Lesbian, Gay, Bisexual and Transgender Advisory Committee the right to put a report on the CWU Lesbian, Gay, Bisexual and Transgender Conference agenda pad alongside the message from the General Secretary and the National Equality Officer.

This should be achieved as soon as possible.

**South East Wales Amal**

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- 14** Conference notes that Homophobic attacks in UK rose 147% in three months after Brexit vote compared to the same period last year, according to the LGBT anti-violence charity Galop.

The report, based on a survey of 467 LGBT people, shows low satisfaction with the police, with half of those who reported a hate crime to them feeling unsatisfied with the outcome

This conference instructs the LGBTAC to

- Increase the awareness amongst the membership of the issue of homophobic and transphobic hate crimes after Brexit
- To campaign to end the 'hierarchy of hate crimes' whereby the prison sentence for Homophobia and transphobia are less than that of other hate crimes
- To work with other CWU Equality Committees to resist the rise of racism, xenophobia, and disability hate crime

- To work with other Unions and Labour movement based campaigns to end the scapegoating of immigrants and other groups

## Greater London Combined

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**15** This conference supports the Lesbian and Gays foundation (LGF's) "Are you ready for your screen test" campaign that raises awareness of cervical screening amongst women from the Lesbian and bisexual community.

The campaign encourages LGB women to attend screening appointments, give them confidence to use their rights, and provides advice to make it the best possible experience. For some time there has been a misconception that Lesbian and bisexual women are not likely to be at risk to cervical cancer and research carried out at De Montfort University has found that there is a low level of awareness of the cervical cancer risks for lesbians among both healthcare staff and lesbians themselves.

Many incorrectly believe that lesbians and bi women are not at risk at all and many are unaware the Human Papilloma Virus (HPV), which causes cervical cancer, can be passed on during sex, including sexual activity between two women. Until 2009, NHS guidance stated that women who didn't have sex with men did not require screening in the form of a cervical smear test.

Conference acknowledges that a clearer understanding of the transmission routes of HPV is crucial in helping to encourage all eligible women to accept screening invitations. Cervical screening saves 4,500 women's lives every year in England alone. The campaign has been fairly successful as the number of LGB women attending screening has increased from 49 % to 73%. However conferences acknowledge more could be done, early detection is key to increase survival rates.

Conference calls on the LGBT advisory committee to raise awareness amongst the LGB membership of the CWU and develop a campaign refuting the myths and promoting the importance of smear tests to LGB women in the CWU.

## Portsmouth and District

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**16** Suicide is the biggest killer of young people – male and female – under 35 in the UK. In 2014, 597 young people between the ages of 10 and 24 took their own lives. Under the age of 35, the number rose to 1,556. That equates to over four per day. Every year many thousands more attempt or contemplate suicide, harm themselves or suffer alone, afraid to speak openly about how they are feeling.

It is known that LGBT teens and young adults have one of the highest rates of [suicide attempts](#): from pain caused by actual bullying, stigma, harassment and the mental distress caused through the fear of perceived reactions and judgements, by those who are usually of a younger age and are struggling to come to terms with their own sexuality.

**Papyrus are the national charity for the prevention of young suicide:** they deliver awareness and prevention training, provide confidential support and suicide intervention through HOPELineUK, campaign and influence national policy, and empower young people to lead suicide prevention activities in their own communities.

Conference notes the above and instructs the LGBT advisory committee to contact the charity POPYRUS, 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 etc. this list is not exhaustive.

**Greater Mersey and SW Lancs**

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**17** Conference notes the cuts to local authority & NHS funding are disproportionately affecting LGBT people.

HIV support services are being cut in Lambeth as they are not 'statutory' and the government views HIV as a 'managed condition' due to the availability of drugs that can control the disease to some extent. Referral rates for people wishing to transition are increasing, with waiting times for NHS treatment of up to four years, This is in addition to discrimination in accessing NHS services as identified by Parliament (Transgender Equality Report, copyright 2015). Conference instructs the LGBTAC to campaign alongside other community groups in the wider Labour movement against cuts in local authority & NHS services, highlighting the disproportionate impact on LGBT individuals.

**Mount Pleasant International**

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## **MOTIONS NOT ADMITTED TO THE AGENDA**

- 18** This conference condemns the continuing attacks and discrimination suffered by LGBT people in Turkey. In August 23 year old Hande Kader, a transgender woman, was murdered, her mutilated and burned body dumped in a residential area in Istanbul. She had been repeatedly raped and tortured. Kader was familiar to millions of Turks due to the fact that last year when the Istanbul Pride parade was suppressed by the police she was at the forefront of the resistance against police force, making her a figurehead for LGBT rights in Turkey.

[Turkey](#) has a higher rate of trans murders than anywhere in Europe. For those who manage to stay alive, every day is a new ordeal. These attacks and ongoing discrimination against LGBT people is aided by the Turkish government's disgraceful silence and tacit support of homophobia and transphobia.

This conference therefore calls on the CWU to work with affiliated organisations to highlight the discrimination and physical violence suffered by LGBT people in Turkey and to support those organisations working for equality in that country.

**Great Western**

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- 19** All branches should make every effort to engage with local LGBT network organisations. The work and support provided by these services is crucial in the community and the support the CWU can provide is vital to help sustain these services.

**Wolverhampton and District Amal**

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## **NOTES**