

14th STUC LGBT+ Workers' Conference

Decisions Booklet

When Workers Rise – Hate Falls

**Saturday 31st May & Sunday 1st June 2025
Golden Jubilee Conference Hotel
Glasgow**

RESOLUTIONS CARRIED

Composite A Conversion Therapy (covering Resolutions 15 & 16)

“That this Conference notes that it is still currently legal for unregulated persons and faith groups to attempt to ‘cure’ lesbian, gay, bisexual, and transgender people in the UK.

“Conference opposes conversion therapy and condemns the Scottish Government’s continued delays to introduce a full comprehensive ban. It is a sad fact that this so-called “conversion therapy” is usually religiously motivated and the goal of practitioners is to change a person’s sexuality or gender identity to fit heterosexual or cisgender standards and expectations.

“Conversion therapy is little more than psychological torture. It is designed to break a person’s psyche, destroy their self-esteem, and force them to repress the fundamental elements of their identity or sexuality. This practice is not supported by large parts of the medical and scientific community.

“Conference welcomes the Labour Government’s stated intention to outlaw conversion therapy in England and Wales which was announced in the King’s Speech but expresses its dismay that after consultation in Scotland, the Scottish Government has yet to bring plans forward.

“Conference recognises and applauds the tireless campaigning by LGBT+ workers for a full and complete ban on conversion therapy by pressing the Scottish Government to fulfil its promises in their 2021 manifesto.

“Trade unions have been at the forefront of the fight to ban this abhorrent practice, and it is time we stepped up our activity.

“Conference calls on the STUC LGBT+ Workers’ Committee to continue and enhance their campaigns to:

- 1) demand that the Scottish Government introduce a bill to make this practice illegal in Scotland and ensure passage before the end of this parliament in 2026; and
- 2) demand that the Scottish Government makes conversion therapy illegal and acts to protect vulnerable people through:

- a. a full and complete ban on conversion therapy; and
- b. the removal of loopholes and exclusions for religious groups.”

Mover: Unite the Union

Seconder: National Union of Rail, Maritime & Transport Workers

Composite B
Gender Recognition Reform
(covering Resolutions 1 & 9)

“That this Conference notes the passage of the Gender Recognition Reform Bill in December 2022. This bill aimed to simplify the process for gender recognition. Conference further notes that the bill was shamefully blocked by the UK Government in 2023.

“Conference notes with dismay and alarm, the recent spate of high-level politicians and leaders reversing previously held policy positions on trans rights. In particular, the rollback of support for the Gender Recognition Reform by the Labour Party in Scotland has undermined their credibility as a party which supports human rights and vulnerable minorities. Conference views the unexpected volte-face of support for Gender Recognition Reform as a cowardly, politically motivated attack upon trans people’s right to live with dignity. Conference takes the position that these policy reversals need to be called out and action taken. Conference questions how democratically agreed policy positions can be so quickly turned around, seemingly without due process.

“Conference recognises that the transgender community continue to be isolated by many in society. Conference further recognises the importance of making the Gender Recognition Reform Bill a reality in Scotland.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- lobby, call-out and publicise any politicians or political parties who change their stance of support for Gender Recognition Reform or trans and LGBT+ rights going forward;

- formally request an in-person meeting with Scottish Labour and the LGBT+ Workers' Committee to discuss concerns and ask questions; and
- continue to apply pressure to get the Gender Recognition Reform back on the national agenda, considering both international best practice and as a key argument of Scottish political autonomy via devolution.
- set up a new fresh campaign aimed at educating civil society as to the realities faced by the transgender community in Scotland."

Mover: STUC LGBT+ Workers' Committee

Seconder: Communication Workers' Union

RESOLUTION 2 RISE OF THE FAR-RIGHT

"That this Conference sadly acknowledges the shift in global politics which has seen a rise in the success of far-right popularists. These individuals and groups aim to exploit frustrations, divide communities, and push far-right agendas into mainstream politics, usually with policies that attack the rights of minority groups including LGBT+ people.

"Conference recognises that inclusive democracy around the world is in regression. The re-election of Trump has already seen large scale rollbacks of LGBT+ rights in America, with attacks on the trans community being particularly vicious.

"Conference believes that Scotland is not immune to far-right influence in our political systems. Recent polling shows that Reform are gaining support, a party which seeks to scrap transgender rights and overhaul The Equality Act.

"Conference calls on the STUC LGBT+ Workers' Committee to:

- a) initiate a campaign which unites the trade union movement in the fight against the far-right and the politics of hate;
- b) recognise that you cannot defeat the far-right with centrist policies and that as a movement we must create a bold alternative; and
- c) reaffirm the commitment to improving and defending the rights of LGBT+ people both in the Scotland and internationally."

Mover: Associated Society of Locomotive Engineers & Firemen

RESOLUTION 3
CHALLENGING FAR-RIGHT MISINFORMATION
AND DISINFORMATION

“That this Conference notes the rise in visible far-right narratives in the mainstream.

“Conference calls on the STUC LGBT+ Workers’ Committee to publish written guidance for trade unions on best practice in strategically navigating far-right misinformation and disinformation, utilising learning from the TIE Campaign’s Digital Discourse Initiative, and working collaboratively with other STUC Equality Committees.”

Mover: Educational Institute of Scotland

RESOLUTION 4
LGBTQ+ WORKERS IN THE ARTS

“That this Conference is alarmed at the accelerated increase in anti LGBTQ+ sentiment in Scotland, particularly against transgender people. It is nothing new to see our rights attacked, but with this latest change of government, we appear to have leadership that, at best, has no interest in protecting us.

“LGBTQ+ people are an above average proportion of arts workers and are deeply embedded in the work of developing and showcasing Scotland’s diverse culture. When the very culture our labour props up is being turned against us by the disingenuous fearmongering of a pernicious few, arts workers are questioning if there remains a place in the industry for them, as workplaces become less safe, and our voices go ignored by government and national media. Largely queer-friendly spaces like theatres, community arts initiatives, and small businesses are being lost to budget cuts, both by Parliament and by creative funding bodies that are supposed to help fund spaces to work and create safely. The industry is not alone in seeing this frightening shift, nor is it alone in the sense of betrayal that it is being failed again. Conference must make it clear to those in power that it will not accept this rampant queerphobic rhetoric.

“Conference calls on the STUC LGBT+ Workers’ Committee to support redoubled efforts to work with MSPs who vocally support LGBTQ+ people to

pressure Parliament to unequivocally reaffirm commitment to protecting all LGBTQ+ people in Scotland, and to devote more funding to the preservation of safe LGBTQ+ spaces.”

Mover: Equity

RESOLUTION 5 SPEAK OUT FOR TRANS RIGHTS

“That this Conference supports trans workers’ rights and has welcomed the increased visibility and empowerment of trans and non-binary people in our society.

“Conference believes that all pupils and staff have a right to learn and work in a safe and secure environment where they are treated with dignity and feel valued and respected.

“Conference recognises that the Scottish Government guidance ‘*Supporting Transgender Pupils In Schools*’ articulates clearly the duties on education providers, in addition to providing advice based upon the Getting it Right for Every Child approach on the practical application of those duties in a school setting to meet the needs of all pupils.

“Conference nevertheless remains concerned that trans workers, including teachers, do not always feel safe to be their authentic self at work and many young people have left education as a result of homophobia, biphobia, or transphobia.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- i. work collaboratively with government, third sector organisations and affiliates on a public-facing campaign to highlight the impact of right-wing narratives and related discussions on trans people and their mental health;
- ii. promote a positive narrative of trans workers to counter any roll back of rights on a national and/or global scale;
- iii. support affiliates to be visible LGBTI allies by providing training for Reps on how to call out discrimination such as dead-naming;

- iv. land any action to tackle transphobia within the broader equalities agenda, recognising intersectional disadvantage, and support collaboration across STUC Equalities Committees;
- v. reflect on, review, and update the STUC Code of Conduct to ensure it remains fit for purpose; and
- vi. throughout all of this, work to ensure STUC policy aims are not undermined by unhelpful campaigns which seek to create an unnecessary hierarchy of rights.”

Mover: NASUWT

RESOLUTION 6

TRANS AND NON-BINARY RIGHTS ARE HUMAN RIGHTS

“That this Conference notes:

- Trans and non-binary people suffer persecution and hate crime, significant barriers to accessing healthcare and services, and widespread, hostile, bigoted media coverage.
- The current Section 28-style “moral panic” and efforts to dismantle hard-won rights which had existed without controversy for decades.
- Westminster blocking Holyrood’s Gender Recognition Reform (Scotland) Bill for self-identification (supported by a cross-party majority of over 65% of MSPs).
- The Cass Report, as well as the publication of multiple scientific critiques of the report, highlighting methodological flaws and unevidenced claims.

“Conference stands in solidarity with our trans and non-binary members, and believes that:

- Trans and non-binary rights are human rights.
- Trans and non-binary people should have equal access to all services and facilities according to their gender identity.
- Biological reductionism is harmful and forms the basis of many aspects of patriarchal oppression.
- Any attempts to divide along a biological essentialist view of gender weaken our movement.

- The Conservative UK Government's Scotland Act 1998 section 35 order was fundamentally undemocratic, and an attempt to fan the flames of a "culture war" against an already demonised group.
- Our trans and non-binary members have a fundamental right to self-determination and should be allowed to determine their own legal gender without having to endure any costs, invasive medical processes, or other bureaucratic hurdles.
- The Cass Report provides limited evidence for the approach it recommends; and makes assertions which undermine the bodily autonomy of young people.
- Introducing barriers to accessing gender-affirming care endangers access to all healthcare, including reproductive.

"Conference instructs the STUC LGBT+ Workers' Committee to:

- work with affiliates to campaign for and support the rights of trans and non-binary people, including offering trans allyship training; and
- lobby the Scottish Government and political parties to promote trans and non-binary people's rights and prevent their further erosion."

Mover: Public and Commercial Services Union

RESOLUTION 7

TACKLING HATE, PROMOTING ALLYSHIP AND SOLIDARITY

"That this Conference is deeply concerned by the growth of homophobic, biphobic and transphobic attitudes in Scotland, and the rest of the UK.

"Despite advances in rights for LGBT+ people in recent decades, including the introduction of equal marriage and improved protection against discrimination and hate crimes, significant discrimination persists and is growing.

"Hard won LGBT+ rights and freedoms across the world are coming under attack. In 2024, Ghana passed a bill that threatens LGBT+ people with imprisonment, and both Bulgaria and Georgia introduced anti-LGBT+ legislation. More recently, Trump's return to the White House has brought a raft of executive orders curtailing the rights and freedoms of LGBT+ people.

“Despite continuing improvements in public attitudes towards LGBT+ people, hateful narratives, and misinformation about LGBT+ people, repeated and amplified on social media platforms, have normalised and emboldened those with homophobic, biphobic and transphobic views.

“Conference understands that language matters, and words have real world consequences. It is no coincidence that Scotland, together with the rest of the UK, has seen alarming rises in LGBT+ hate crimes over the last five years.

“Now more than ever, LGBT+ people need allies in their unions and workplaces to challenge discrimination, call out abuse, create safe and welcoming workplaces and stand in solidarity with LGBT+ workers.

“Conference calls on the STUC LGBT+ Workers’ Committee, to:

- i. work with the STUC, TUC and affiliate unions to promote the need for allyship to defend, protect and further promote LGBT+ equality;
- ii. encourage unions to continue to create safe spaces for LGBT+ workers to come together to network and discuss the issues that matter to them; and
- iii. support unions in their continued efforts to address the under-representation of LGBT+ workers in unions' structures and in the workplace and share best practice.”

Mover: Union of Shop, Distributive & Allied Workers

RESOLUTION 8

IMPROVING LGBT+ WORKERS ACCESS TO AND EXPERIENCE OF WORKPLACE PARENTAL RIGHTS

“That this Conference is aware that alongside improvements in LGBT+ legal rights in recent decades, there has been a significant and progressive shift in social attitudes towards LGBT+ relationships and family structures. Conference further notes recent statistics confirming that the number of young people identifying as LGB in the UK has more than doubled in the past five years, and more and more children are now growing up in LGBT+ families.

“Despite this, LGBT+ parents and their children continue to face high levels of stigma, exclusion, bullying, harassment, and discrimination. LGBT+ parents are significantly more likely to experience intrusive questioning, negative comments and disbelief when exercising family-friendly and parental rights in the workplace. Management decisions regarding granting family or carer leave continue to be negatively influenced by the fact that heterosexual, nuclear families are still seen as the default.

“Conference congratulates unions on the work they are doing to promote work life balance issues in the workplace, tackle discrimination and raise awareness of the diversity of family structures and parental rights. Despite this and the best efforts of Shop Stewards and officers, LGBT+ workers continue to routinely come up against prejudice and discrimination in their attempts to access workplace family-friendly and parental rights.

“Conference calls on the STUC LGBT+ Workers’ Committee, to:

- i) campaign to ensure the Westminster Government's current review of workplace parental rights specifically captures the experiences of LGBT+ parents and offers solutions to the particular challenges they face;
- ii) support the work unions are doing to highlight the experiences of LGBT+ parents to help ensure that any reforms specifically improve LGBT+ workers access to and experience of family-friendly and parental rights; and
- iii) campaign to ensure LGBT+ parents and carers are consulted when parental and other family-friendly rights are being negotiated with employers.”

Mover: Union of Shop, Distributive & Allied Workers

RESOLUTION 10

HUMANISE AND DESTIGMATISE SOCIAL SECURITY BENEFITS

“That this Conference notes:

- a recent study in the experience of LGBT+ people who access social security benefits in Britain showed they continue to face challenges when it comes to employment, income, and financial security;

- LGBT+ people experience costs that straight and cisgender people do not, or are less likely to experience e.g. gender affirming products;
- the very low incomes of people on benefits can exclude LGBT+ people from inclusive social networks, community groups and dating;
- fear of discrimination means some LGBT+ people delay claiming benefits;
- barriers and exclusions are often heightened or much worse for trans people;
- administration of benefit claims often systematically excludes trans people, and the administration of transitions, such as name changes, within the system is made exceptionally difficult;
- a Scottish Trans report from 2024 shows 13% of respondents said their trans status, history or gender identity made it harder to apply for benefits;
- Trans people report more negative work experiences, including bullying, harassment and being denied work opportunities and subsequently are more likely to be in precarious work; and
- Social Security Scotland is reported as having much lower rates of dissatisfaction (compared to DWP) using phone lines or websites, but claimants still reported inaccessibility and concerns about privacy for trans and non-binary people.

“Conference believes:

- the processes for claiming benefits for LGBT+ people must be humanised and destigmatised;
- social security organisations need to have clear name change policies across systems for claiming and accessing benefits, to prevent people experiencing financial hardship; and
- staff in these organisations should receive mandatory training about the experiences of LGBT+ clients to reduce barriers and avoid discrimination.

“Conference calls on the STUC LGBT+ Workers’ Committee to support unions in social security agencies/departments to develop campaign materials to raise awareness of the barriers faced by LGBT+ clients.”

Mover: Public and Commercial Services Union

RESOLUTION 11 POLYAMORY

“That this Conference notes, there are no legal protections for polyamorous people in Scotland, they can be discriminated at work and in wider society.

“According to a survey by YouGov, 2% of Scottish adults said that they had been in a consensual non-monogamous relationship at some point in their lives. The same survey found that 10% of Scottish adults had been open to the idea of non-monogamy.

“The stigma around polyamory needs to be challenged. While polyamory is perfectly legal, it is not recognised as a protected legal status under the Equality Act 2010. This can have consequences with regards to inheritance, parental rights, and legal questions on medical decisions. Polyamorous relationships are just as valid as monogamous ones.

“Conference calls on the STUC LGBT+ Workers’ Committee to create a working group to look into the rights of Polyamorous people, with consideration given to potential legislative changes to protect their rights.”

Mover: Fire Brigades Union

RESOLUTION 12 ORGANISING ACE AND AROMANTIC MEMBERS

“That this Conference notes the 2023 Stonewall Report on Asexual (ace) Identities. Notably, the report outlined the poor experiences ace people had at work, which included a lack of awareness of issues ace workers face and the lack of protection for ace people under the Equality Act 2010.

“To address this, UNISON has created a network of ace and aromantic (aro) members. The response to this network has been overwhelming, with many new members engaging in our LGBT+ self-organised group.

“This network has devised a training package to educate members on ace/aro workers, the issues they face and how to be an ally in the workplace

as well as a factsheet and model guidance on making workplaces inclusive for ace/aro workers.

“However, a greater collective effort is needed across our movement to make our workplaces inclusive of ace/aro workers.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

1. promote and share affiliates' ace/aro campaigns and materials to raise awareness of ace/aro identities; and
2. seek appropriate ways to lobby the Scottish and UK Governments for better protections for ace/aro workers.”

Mover: Unison

AMENDED RESOLUTION 13 BEING LGBT+ ISN'T A POLITICAL VIEW

“That this Conference notes that in 2017 Scottish Parliament staff were allowed to wear the rainbow lanyard after requests from staff and as part of the Diversity and Inclusion strategy.

“In March 2024, the SPCB (Scottish Parliament’s Corporate Body) made the decision to ban staff at the Scottish Parliament from wearing rainbow lanyards.

“On 26th March 2024, the Fire Brigades Union LGBT+ section raised a complaint regarding this and asked the SPCB to reconsider. To the Fire Brigades Union and its members, the banning of these were an attack on the rights of the workers and an attack on the LGBT+ community. History of the LGBT+ community has been filled with stories of people who have had to hide their identity in the past and the progress made feels undone by decisions like this.

“The decision was made to avoid the perception of bias, we believe this is unfounded. Equal rights is not a political opinion or policy it's a basic human right. The workers who choose to do this show they are proud they are a part of the LGBT+ community, and the allies who stand in solidarity with us are to be applauded not punished.

“In the complaint response the Fire Brigades Union were advised there were a number of complaints from individuals and organisations on seeing staff wearing rainbow lanyards, believing the staff could not be impartial in their views towards these organisations and individuals, particularly regarding gender identity issues.

“LGBT+ people are not born into political parties, we choose them. What we don’t choose is our sexuality or gender identity. LGBT+ rights are human rights and employment rights. Parliamentary staff should be able to be open about their identities, show their allyship and exhibit solidarity with the LGBT+ community through wearing a rainbow lanyard. The Scottish Parliament should not bow down to bigots and this decision creates a concerning slippery slope to further bans on expressing solidarity.

“Conference believes that rainbow lanyards have significance in supporting the LGBT+ community and visibility is important.

“Conference calls on the STUC LGBT+ Workers’ Committee to lobby Scottish Parliament with a view to reversing the policy and promote the wearing of these lanyards in the true spirit of allyship.”

Mover: Fire Brigades Union

Seconder: Public & Commercial Services Union

Supporter: National Union of Rail, Maritime & Transport Workers

RESOLUTION 14 CONCERNS ABOUT THE LEVY REVIEW

“That this Conference notes that one of the recommendations of the Cass Review was for NHS England to commission a review of Gender Dysphoria Services for adults. That review has been commissioned as of June 2024 and is known as the Levy Review. This review will focus on English services only, however, Conference notes that the similarly scoped Cass Review affected health service provision in Wales, Scotland, and Northern Ireland upon publication. Conference anticipates that the Levy Review could have a similar blanket effect and is concerned about the multiple implications for adult trans people across the UK, including Scotland.

“Conference notes with further concern that the Levy Review’s methodology, data selection, research population and objectives are not readily available, which seems unusual for a public health review, despite a Freedom of Information request.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- formally ask and lobby the Scottish Government, to find out what they know about the Levy review, and if they intend to accept the recommendations in the same way as they accepted and implemented the recommendations of the Cass Review, despite it having no scope in Scotland;
- invite Scottish Government to an in-person LGBT+ Workers’ Committee meeting to discuss concerns; and
- contact TUC in Wales, England, and Northern Ireland, to send a joint letter to NHS England and the Labour Party, expressing concern and requesting further information about the Levy Review, including research methodology, and interim reporting mechanisms and timescales.”

Mover: STUC LGBT+ Workers’ Committee

AMENDED RESOLUTION 17 TACKLING THE SOCIAL DETERMINANTS OF LGBT+ HEALTH & WELLBEING

“That this Conference has frequently debated LGBT+ health and wellbeing issues, such as mental health, service access, and healthcare worker training. The root causes of these disparities are the social determinants of LGBT+ health and wellbeing, which must be addressed to make a difference.

“The Glasgow Centre for Population Health (GCPH) released a report in May 2024 titled ‘Examining the Social Determinants of LGBT+ Health and Wellbeing’. This report explored the drivers of health inequalities among LGBT+ groups, considering different life stages and unmet public health needs.

“Key findings include:

- discrimination, intolerance, and microaggressions negatively impact mental and physical health;
- significant mental health inequalities, with higher rates of depression, anxiety, and suicidal ideation;
- higher rates of physical health issues and risk factors, such as smoking and alcohol use;
- barriers to healthcare access and negative experiences in healthcare settings;
- older LGBT+ individuals face unique challenges, including social isolation and a lack of culturally competent care; and
- lack of comprehensive data on the LGBT+ population hampers understanding and intervention development.

“Addressing these issues requires impactful and resourced solutions. While unions cannot tackle them alone, unions play a vital role in making a difference.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

1. advocate and campaign to ensure these issues are recognised, challenged, and tackled;
2. work with STUC General Council, STUC Equalities Committees and affiliates to raise awareness and gain support;
3. Engage with external groups to address the social determinants of LGBT+ health and wellbeing; and
4. Engage with affiliated unions with members in health and social care to see if and how these issues can be added to both student and staff training.”

Mover: Unison

Seconder: Chartered Society of Physiotherapy

AMENDED RESOLUTION 18 SUPPORTING NEURODIVERGENT LGBT+ PEOPLE IN THE WORKPLACE

“That this Conference notes the high proportion of LGBT+ people who are neurodivergent and vice versa.

“Conference believes that:

1. neurodivergent LGBT+ people make important contributions to their trade unions and society as a whole, with access to appropriate reasonable adjustments where required;
2. neurodivergent LGBT+ people often face multiple discrimination in the workplace and may also experience a lack of understanding in their trade unions; and
3. there is a lack of material from a trade union perspective on supporting neurodivergent LGBT+ people in the workplace and their trade unions and campaigning for their rights.

“Conference calls on the STUC LGBT+ Workers’ Committee together with the other STUC equality committees and affiliates’ equality committees to:

1. produce guidance on supporting neurodivergent LGBT+ people in the workplace and their trade unions and campaigning for their rights; and
2. provide case studies of good practice on the provision of support and a neurodivergent LGBT+ friendly environment in the workplace.”

Mover: University and College Union

Seconder: Educational Institute of Scotland

AMENDED RESOLUTION 19 THE FIGHT AGAINST MISOGYNY & PREJUDICE-BASED VIOLENCE

“That this Conference notes the rise in violent and aggressive prejudicial behaviours in children and young people, and an increase in those driven by misogynistic attitudes, as evidenced by the 2023 EIS National Branch Survey and the 2025 NASUWT Behaviour in Schools survey. Conference agrees that misogyny perpetuates harmful gender norms and ‘traditional’ masculinities which in turn negatively impact LGBTI workers and young people.

“Conference calls on the STUC LGBT+ Workers’ Committee to support the EIS Stand Up for Quality Education Campaign and the NASUWT Better Deal for Teachers Campaign, applying an intersectional lens to discussions on school behaviour by sending a message of solidarity in the fight against misogyny and prejudice-based violence.”

Mover: Educational Institute of Scotland

Seconder: NASUWT

RESOLUTION 20

LGBTI EDUCATION IN PRIMARY AND EARLY YEARS

“That this Conference notes that, while over two decades have passed since Section 28 was repealed, the reality for LGBTI teachers and pupils is that many still face significant prejudice, discrimination, exclusion, and hate.

“Conference notes that teachers are reporting an increase in homophobia and transphobia in schools, in tandem with an increase in sexism, misogyny and racism, including examples of unacceptable language being used in Primary school settings.

“Conference is concerned that the increasing online abuse on social media and smartphones means children and young people are more at risk of being exposed to hate speech, and expressions of discriminatory attitudes and beliefs than ever before.

“Conference believes that:

- i) a national early intervention strategy is required to support an appropriate level of understanding in children and young people of the impact of words and actions; and
- ii) part of that strategy must be to acknowledge and address intersectional impacts across sexuality, race, gender, and disability.

“Conference believes the Curriculum Improvement Cycle and the national education reform programme provide unique opportunities for change and calls on the STUC LGBT+ Workers’ Committee to campaign for:

- a) greater investment of time and money to support primary curriculum delivery of LGBTI-Inclusive education;
- b) firm commitments from government, all local authorities, and individual schools to positively engage in LGBTI-inclusive education;
- c) LGBTI visibility to be embedded across the entire curriculum, not just siloed as a health and wellbeing issue;
- d) LGBTI teacher’s voices to form part of the national curricular reviews; and
- e) clear guidance from the national inspectorate and Education Scotland around their roles in promoting equality and social cohesion.”

Mover: NASUWT

RESOLUTION 21

**MISCHARACTERISATION OF 'ACADEMIC FREEDOM'
AND FREEDOM OF SPEECH**

“That this Conference notes:

1. academic freedom, professional autonomy and freedom of speech are important central tenets of post-16 education and research; and
2. some groups and individuals bend the principle of academic freedom to excuse exclusionary views that deny the humanity and rights of our trans and non-binary members, students, and friends.

“Conference believes:

1. the right to hold beliefs does not give anyone the right to discriminate against or exclude others and does not mean that there is an automatic 'right to be heard' in any specific space;
2. supporting and fighting for the rights of trans, non-binary and gender non-conforming people does not mean there are fewer rights of to go around for others; and
3. in particular the rights of trans, non-binary and gender non-conforming people are complementary to the rights of women and workplace campaigns for them also strengthen the position of women and vice versa.

“Conference resolves to call on the STUC LGBT+ Workers’ Committee to work together with the other STUC equality committees and affiliates’ equality committees:

1. to identify, draw together and publicise existing materials developed by affiliates or other organisations from a trade union perspective on academic freedom, freedom of speech and the rights of trans, non-binary and gender non-conforming people, including those with intersectional characteristics; and
2. to organise an event on academic freedom, freedom of speech and the rights of trans, non-binary, and gender non-conforming people, including those with intersectional characteristics.”

Mover: University and College Union

RESOLUTION 22 THREAT TO SCOTTISH DEMOCRACY

“That this Conference recognises the growing threat to Scottish democracy and politics posed by the rapidly growing fascist movement in America.

“Scotland is no stranger to American interference, the current wave of the ‘gender critical’ movement is largely supported and funded by the American evangelical movement. So called ‘missionaries’ are deployed globally, particularly in developing nations, to promote a fascist and anti LGBT+ agenda.

“Our government has recently passed a law enacting ‘buffer zones’ around hospitals to protect patients from the harassment of these organisations. This drew the ire of Vice President, JD Vance, who nefariously claimed the Scottish Government had outlawed silent prayer within a private home if it were within the 200m ‘buffer zone’.

“An invitation has inexplicably been extended to President Trump, for a second state visit. The letter from King Charles suggests they meet at either Dumfries House or Balmoral, both in Scotland. President Trump has already left his mark on Scotland, destroying historic sand dunes in Aberdeenshire with his golf course and suing the Scottish Government for daring to install a wind farm within sight of his golf course. The legal bill for which he characteristically refused to pay.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

1. oppose any part of the state visit being held in Scotland;
2. oppose, challenge, highlight and expose incidents of any interference or influence on Scottish democracy, law making and political discourse by American agents; and
3. lobby the Scottish Government to ensure that American citizens who are seeking refuge in Scotland from the current regime are duly protected.”

Mover: Unite the Union

AMENDED RESOLUTION 23 PROTECTING LGBTQ+ RIGHTS GLOBALLY

“That this Conference notes that the Musicians’ Census found that LGBTQ+ musicians are more likely to work internationally than the overall census sample.

“Differing attitudes and legal frameworks mean that LGBTQ+ musicians aren’t always safe when touring and can face high levels of discrimination. Some musicians are forced to hide parts of their identity to protect themselves which can negatively impact their mental health.

“Occupational health and safety of LGBTQ+ workers, and other marginalised groups, is rarely prioritised. The precarious nature of musicians’ work means raising safety issues can be challenging and musicians may have to go on tour or work on a cruise ship knowing their safety isn’t guaranteed or be forced to turn down work entirely.

“The current backlash against Equality, Diversity, and Inclusion (EDI) in the United States, impacts directly on the global LGBTQ+ community. Such regressive crackdowns are often exported, emboldening anti-LGBTQ+ movements everywhere.

“All countries should be safe for all people. Decisive action against LGBTQ+-phobic hate must be taken.

“Conference calls on the STUC LGBT+ Workers’ Committee to:

- lobby Government to intensify efforts to end the criminalisation of LGBTQ+ people worldwide, to protect all workers on land and sea;
- launch a strategic campaign highlighting the moral and economic value of EDI; and
- promote greater awareness of intersectional, LGBTQ+ sensitive health and safety issues.”

Mover: Musicians’ Union

Seconder: National Union of Rail, Maritime & Transport Workers

RESOLUTION 24

SPORTSWASHING INTERNATIONAL LGBT+ RIGHTS

“That this Conference notes with concern that the International Federation of Association Football (FIFA) has announced that the 2036 World Cup will be held in Saudi Arabia.

“This decision has attracted significant criticism, along the same lines as when the World Cup was held in Qatar in 2022, with concerns raised over the country’s human rights violations, the criminalisation of homosexuality, women’s rights abuses, and the restriction of free speech.

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

“According to FIFA guidelines, countries bidding to host the event must commit to respect for human rights. This makes their decision to hold the World Cup in two of the most repressive regimes all the more galling.

“Conference notes that FIFA continues to cynically choose to ignore its own rules and the plight of the LGBT+ community around the globe. Conference shares the concerns of Amnesty International that holding the World Cup in Saudi Arabia will lead to increased and widespread human rights abuses. Saudi Arabia has no codified criminal law and adheres to Sharia Law. Men who are found, or even suspected, to have engaged in relationships with other men have been subject to lashings or beheadings.

“Conference calls on the LGBT+ Workers’ Committee to campaign, enlisting the support of the Scottish Football Association and the Scottish Government, to demand that FIFA and other international sport organising bodies only hold events in countries that have enshrined LGBT+ equality as a basic human right in law.”

Mover: National Union of Rail, Maritime & Transport Workers

EMERGENCY RESOLUTION 1 CONFIRMING OUR SUPPORT OF TRANS PEOPLE AFTER THE SUPREME COURT JUDGEMENT

“That this Conference notes we are saddened about the judgement given by the Supreme Court, especially as no trans people gave evidence on this case. The fact that the court have now advised that even with a GRC a trans person is of their birth gender makes us ask why a trans person would go through that process.

“Conferences notes with concern that the head of the EHRC stated, and then later issued an EHRC update advising that trans people should use facilities of the gender they were assigned at birth. This may make it easier for cis male attackers to access these spaces as they would be able to say that they are a trans man. This update has led to confusion.

“Conference believes that this is an attack on trans people and not a protection of women and children in single sex spaces.

“Conference call on the STUC LGBT+ Workers’ Committee to:

- continue to show support for trans people;
- consult with the Scottish Government on blocking this type of action in support of women rights and trans rights; and
- lobby for the Section 35 order to be lifted.”

Mover: STUC LGBT+ Workers’ Committee

EMERGENCY RESOLUTION 2 NO LGB WITHOUT THE T

“That this Conference notes, that some employers are having kneejerk reactions to the Supreme Court judgement and they believe it validates them introducing trans exclusionary practices or policies. The ruling does not mandate but permits the exclusion of trans people.

“Conference notes some employers including the Scottish Parliament ban on trans people from using the toilet that align with their gender recognition certificate. Section 22 of the Gender Recognition Act 2004 protects trans

people from forcibly outing themselves or being outed, which they would be if they used the wrong facilities. Trans people are not obliged to disclose they are trans to anyone and their Gender Recognition Certificate, if they have one, is confidential. The organisation may open itself up to legal action if this happens.

“Paragraph 13.59 of the 2011 statutory guidance for the Equality Act 2010 still says trans people should use the appropriate facilities unless there is a very strong reason for them not to.

“Forcing trans people to only use accessible / disabled spaces equates being transgender with disability, which it is not, and also takes away that valuable and typically under-resourced space from the disabled community. These policies harm both communities.

“If an employer or organisation tries to implement a policy in breach of the law they open themselves up to legal challenges.

“Conference asks the STUC LGBT+ Workers’ Committee to support unions to remind employers of their legal obligations to protect trans people by giving clear legal guidance on this matter.”

Mover: Fire Brigades Union

EMERGENCY RESOLUTION 3 ADDRESSING THE UK'S DECLINE IN LGBTQ+ RIGHTS RANKINGS AND THE NEED FOR IMPROVED GUIDANCE

“That this Conference notes:

- the United Kingdom has experienced a significant decline in ILGA-Europe's Rainbow Map rankings, dropping from 1st place in 2015 to now 22nd in 2025.
- this decline is attributed to various factors, including the:
 - UK Supreme Court's ruling on the definition of a woman
 - Government's failure to ban conversion therapy, particularly for transgender individuals
- the emotional and psychological impact on LGBTQ+ individuals

“Conference believes that the:

- decline in the UK's LGBTQ+ rights rankings reflects a broader regression in the protection and recognition of LGBTQ+ rights.
- EHRC has a responsibility to provide timely, clear, and inclusive guidance to ensure that public bodies uphold the rights of all individuals, including LGBTQ+ people.
- lack of action on key issues, such as banning conversion therapy and providing adequate healthcare for transgender individuals, contributes to the erosion of trust in institutions meant to protect human rights.

“Conference resolves to:

1. call on the STUC General Council to publicly reaffirm its commitment to supporting LGBTQ+ rights and to advocate for the immediate issuance of clear and inclusive guidance by the EHRC.
2. collaborate with LGBTQ+ advocacy organisations to monitor the implementation of policies affecting LGBTQ+ individuals and to provide support to those affected.
3. engage with policymakers to advocate for legislative reforms that recognise and protect the rights of LGBTQ+ individuals, ensuring that legal definitions align with contemporary understandings of gender and sexuality.
4. provide training and resources to STUC-affiliated unions to support LGBTQ+ members and to promote inclusive practices within workplaces and communities.
5. organise public awareness campaigns that educate about LGBTQ+ rights and the importance of inclusive legal definitions, aiming to reduce stigma and discrimination.”

Mover: Unite the Union

EMERGENCY RESOLUTION 4

ARRAN PRIDE

“That this Conference is appalled by the attack on the LGBT+ community on Arran when all the Pride flags in town were pulled down overnight before Pride on 31st May.

“Conference supports calls for a full investigation by Police Scotland to bring the culprits to justice

“Conference sends solidarity and support to Arran Pride and encourages unions to send delegations with banners to the next Arran Pride.”

Mover: Associated Society of Locomotive Engineers & Firemen