



STUC LGBT+ Workers' Conference 2026 Decisions

Complete Record of Motions / Amendments / Composites submitted for consideration at the 2026 Annual STUC LGBT+ Workers' Conference, and decisions recorded.

Appendix A	List of Decisions
Appendix B	Resolutions adopted at the 2026 STUC LGBT+ Workers' Conference
Appendix C	Motions remitted at the 2026 STUC LGBT+ Workers' Conference

**APPENDIX A
LIST OF DECISIONS**

Composites / Resolutions / Motions	Decision
Composite A <i>(covering Resolutions 4 & 5)</i> Protect Trans & Gender Non-Conforming People & Reform the EHRC	Carried
Composite B <i>(covering Resolutions 6 & 8)</i> Advancing Trans & Non-Binary Rights	Carried
Composite C <i>(covering Resolutions 9, 10 & 11)</i> Tackling the Far Right	Carried
Resolution 1 Discriminatory Practices in Public Services	Carried
Amended Resolution 2 Ban on Conversion Therapy	Carried
Resolution 3 Protecting Performing Arts Spaces	Carried
Resolution 7 Campaigning for Improvements to Rights & Protections for Transgender & Non- Binary People	Carried

Resolution 12 Combating Hate Speech, Micro-Aggressions & their impact on LGBT+ Workers	Carried
Resolution 13 Paving the Way for Ethical Non-Monogamous Recognition	Carried
Amended Resolution 14 Pride & Protest	Carried
Amended Motion 15 Sex Work Decriminalisation	Remitted
Motion 16 Campaigning & Engaging with the new Scottish Government	Carried
Resolution 17 Promoting Inclusion for Apprentices & Young Workers	Carried
Resolution 18 Celebrating Transgender & Non-Binary People	Carried
Resolution 19 Health Tribunal Cases	Carried
Resolution 20 LGBTI Professional Learning	Carried
Amended Resolution 21 Charter of Rights at Work	Carried

Resolution 22 International Solidarity	Carried
Resolution 23 Solidarity with LGBT+ Communities in Ukraine	Carried
Emergency Resolution 1 Scottish Elections	Carried

**APPENDIX B
RESOLUTIONS ADOPTED AT THE
2026 ANNUAL LGBT+ WORKERS' CONFERENCE**

**Composite A
Protect Trans & Gender Non-Conforming People
& Reform the EHRC
(covering Motions 4 & 5)**

“That this Conference notes the EHRC interim guidance issued after the Supreme Court ruling, defining sex as biological under the Equality Act, was withdrawn after significant backlash.

“Conference also notes the ongoing legal challenge brought by the Good Law Project.

“Conference understands the EHRC interim guidance, issued following developments in case law, has created confusion and fear among LGBT+ workers, particularly in relation to single-sex spaces and the interpretation of the Equality Act 2010. Conference notes the Good Law Project is seeking judicial review of the lawfulness and consultation process underpinning this guidance. The Good Law Project and others argue that the EHRC has allegedly breached its statutory duty to uphold equality and human rights for all, including transgender people.

“The lack of clear, authoritative statutory guidance prompted widespread confusion among employers, service providers and civil society. The lack of clarity has fostered legal uncertainty, increased discrimination and hostility faced by trans workers.

“Conference is deeply concerned that its practical effect may be to police appearance, presentation and conformity to gender stereotypes.

“Individuals who do not meet traditional or stereotypical expectations of femininity — including butch, masculine-presenting and gender non-conforming lesbians — may face heightened scrutiny, questioning, or exclusion from single-sex spaces.

“Decisions about access that rely on subjective judgments of who ‘looks female’ reproduce harmful stereotypes and expose workers to humiliation and unequal treatment.

“The EHRC’s role as an equality watchdog demands clear, legally robust, inclusive guidance that protects all protected characteristics without ambiguity.

“The EHRC must be transparent and accountable in both its consultation processes and the development of statutory guidance, ensuring meaningful engagement with affected communities, legal experts, and international human rights bodies.

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

- publicly support efforts to ensure that EHRC guidance complies with equality law and human rights protections;
- campaign for clear, inclusive workplace policies that protect all LGBT+ workers from discrimination;
- seek to work with the TUC LGBT+ Committee in asking for Government to reject the guidance;
- share guidance to support members affected by discriminatory interpretations of single-sex provisions; and
- work with the STUC General Council and affiliated unions to defend and strengthen LGBT+ rights in law and practice.”

“Conference also calls on the STUC LGBT+ Workers’ Committee to lobby the UK Government for a comprehensive reform of the EHRC, including:

- a review of its internal governance and accountability mechanisms to ensure equality enforcement reflects evidence-based, human-rights-respecting practice;
- a transparent, extended consultation process on all major statutory guidance; and
- regular reporting to Parliament and the public on progress in reforming guidance processes and safeguarding inclusive enforcement of the Equality Act.”

Mover: Unite the Union

Seconder: Musicians Union

Composite B
Advancing Trans and Non-Binary Rights
(covering Motions 6 & 8)

“That this Conference strongly reaffirms existing policy of trans and non-binary rights and solidarity and support for trans and non-binary people.

“Conference notes that the initial guidance from the Equality and Human Rights Commission (EHRC), which was rushed out in the aftermath of the Supreme Court ruling on the legal definition of a woman, stated that ‘in workplaces, it is compulsory to provide sufficient single-sex toilets as well as sufficient single-sex changing and washing facilities where these facilities are needed’.

“Conference further notes that, following legal challenges from campaign groups such as the Good Law Project, the EHRC has revised its position, conceding that it is not a legal requirement to provide single-sex toilets in workplaces and public facilities but that toilets, showers and changing facilities may be mixed-sex where they are in a separate room which is lockable from the inside.

“Conference notes:

- the Supreme Court ruling that declared sex in the Equality Act 2010 to refer to ‘biological’ sex which has been interpreted by the EHRC as ‘sex assigned at birth’;
- it has not changed the Equality Act or the legal protection for gender reassignment;
- some organisations have used the ruling to exclude trans people from single sex spaces.

“Conference is concerned that:

- employers can still legally ban trans workers from using toilet, shower and changing facilities which do not match their biological sex in the workplace;
- our trans siblings could become the subject of comment, gossip, ridicule, and persecution at work because they are suddenly having

to visit the disabled toilet rather than the toilet they have used in their 'lived' gender, conceivably for years; and

- the High Court's view that these outcomes are merely 'gossip' disregards strong evidence about the risks of being 'outed'.

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

- reaffirm support for our trans siblings' inviolate right to dignity, equality and privacy in the workplace and wider community;
- consult the Scottish Government on the High Court decision's impact on trans workers in Scotland and related provisions for trans workers at the Scottish Parliament; and
- collaborate with trans organisations, advocates, and LGBT+ partners in Scotland to safeguard trans employees from employers who may be influenced by rigid beliefs.

“Conference also calls on the STUC LGBT+ Workers' Committee to work with the General Council and STUC Equality Committees to:

- encourage employers to provide inclusive facilities for all workers, including trans and gender diverse people and support the right to use gendered facilities which match gender identities
- produce guidance on trans rights (possibly based on affiliates' existing guidance) for distribution to all members;
- encourage affiliates to publicise and participate with banners in events and demonstrations in support of trans rights and against the ruling; and
- encourage affiliates to make donations to the Good Law Project to cover the costs of an appeal.”

Mover: National Union of Rail, Maritime & Transport Workers

Secunder: University & College Union

Composite C
Tackling the Far Right
(covering Motions 9, 10 & 11)

“That this Conference reaffirms its support for equality, justice and human rights for all.

“Conference notes, the growth of the far-right in Britain and internationally continues to accelerate, with support for far-right activists such as Tommy Robinson, and political parties such as Reform surging in popularity and visibility. Racism, othering, hatred, and blaming of minorities, including LGBT+ communities, is a defining feature of the far-right.

“Conference notes:

- the large-scale protests by the far-right across Scotland including in Falkirk, Dundee, Perth and Erskine focusing on properties housing asylum seekers;
- Tommy Robinson’s ‘Unite the Kingdom’ rally in September in London with 100,000 and followed by a demonstration and counter demonstration in Glasgow;
- reports of increasing incidences of racist abuse and attacks in communities, on public transport and in workplaces;
- the rise in support in polls for Reform UK ahead of the Scottish Parliament elections;
- Reform UK won the largest number of seats and 41% of the vote in elections in 23 English councils;
- Farage’s statement after these elections that ‘anyone who’s working for Durham County Council on climate change initiatives or Diversity, Equity and Inclusion... you all better really be seeking alternative careers very, very quickly’; and
- Reform’s manifesto pledges to ban ‘transgender ideology’ in schools and scrap equality diversity and inclusion roles in public services.

“Conference notes with alarm how far-right and conservative forces are weaponising LGBT+ rights and freedoms resulting in their erosion, a growth in violence against LGBT+ people and communities, and the withdrawal of funding and support for LGBT+ initiatives, programmes, visibility and inclusion.

“We are seeing rising anti-LGBTQ+, and particularly anti-trans, hate crimes.

“This rise in anti-trans hate-crimes is driven by the same conservative ideology that fights to maintain the presence of harmful gender roles and the subjugation of women and LGBTI+ people in our society; and

“Conference believes:

- transphobia has no place in the LGBTI+ rights or wider social justice movement;
- transphobic attacks must be viewed alongside the same harmful and violent far-right narratives that present any minority group as an inherently dangerous presence in local communities; and
- the rise of the far-right is well funded and coordinated and poses a serious threat to all LGBTI+ people, communities and trade union members.
- Reform and the far-right present a massive threat to LGBTQ+ people, as well as refugees and other minority groups; and
- Reform will use any political power it gains to overthrow everything the trade union movement stands for.

“Conference asserts that now, just as then, solidarity between working people and alliances that are as broad as possible will be crucial to defeating the far-right.

“Conference commends the role the STUC and trade unions are playing organising against the far-right and offering solidarity to LGBT+, Black and other discriminated against groups of workers and communities.

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

- continue to take the lead in challenging narratives of division, exclusion and blame that threaten and undermine workers' rights and solidarity, including rights specifically designed to protect and promote LGBT+ equality;
- support affiliates in their ongoing efforts to identify LGBT+ activists, recruit new LGBT+ reps and remove barriers to their participation in their unions; and

- actively support affiliate efforts to train union reps in challenging far-right narratives, including but not limited to anti-LGBT+, racist and misogynistic beliefs.
- develop resources to support branches to educate members on the far-right origins of rising levels of anti-trans hate crimes and hate speech and the trade union movement's vital role in opposing this; and
- ensure that STUC campaigns to combat far-right narratives explicitly include transphobia.

“Conference also calls on the STUC LGBT+ Workers Committee to work with the General Council and STUC Equality Committees to:

- raise awareness of Reform policies and plans to dismantle work on equality, diversity and inclusion and climate change;
- organise an event about countering Reform's ideology;
- produce and distribute materials countering Reform and supporting full rights for all;
- publicise local anti-racist counter-protests and encourage and help facilitate widespread union participation; and
- build networks of LGBTQ+, Black and other minority groups and activists to support these protests.”

Mover: Union of Shop, Distributive & Allied Workers

Seconder: Public & Commercial Services Union

Supporter: University & College Union

Resolution 1

Discriminatory Practices in Public Services

“That this Conference notes that public services have a duty to be inclusive and non-discriminatory, yet discriminatory behaviour toward gender-diverse people persists. Conference believes that transphobic narratives have become normalised, enabled by silence and inconsistent application of equality principles, while management often avoids challenge due to fear of controversy.

“Conference believes that failure to challenge such narratives amounts to tacit endorsement and reflects a failure of leadership.

“Conference resolves to call on the incoming STUC LGBT+ Workers’ Committee to work with public service unions and public service leaders to actively challenge discriminatory practices, support mandatory equality and inclusion training, and provide clear guidance empowering managers to uphold inclusive policies.”

Mover: STUC LGBT+ Workers’ Committee

Amended Resolution 2 Ban on Conversion Therapy

“That this Conference welcomed the Scottish Government’s long-awaited response to the consultation on the Ending Conversion Practices Bill, which confirmed that there is still support and a need for action to end conversion therapy as promised in the current government’s 2021 manifesto.

“However, despite longstanding manifesto commitments from both the Scottish and UK Governments to prohibit this harmful practice, conversion therapy remains legal in Scotland, with the current SNP Government stating it will publish a Bill in year 1 of the next parliamentary session.

“Conference further notes that the 2018 National LGBT Survey found that 7% of LGBTQ+ people in Scotland have undergone or been offered conversion therapy practices, rising to 10% for trans people. These practices are frequently concealed, with 51% reported as taking place in religious settings.

“Conference believes that LGBT+ communities in Scotland deserve urgent and meaningful protection. The Scottish Government should not delay action pending a UK-wide ban and must act decisively as a matter of urgency.

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

- launch a robust campaign demanding an immediate end to all forms of conversion therapy in Scotland including ensuring that there are no exemptions for religious/faith groups, psychotherapists or any other individual;
- strive to ensure that legislation safeguards LGBTQ+ individuals of all ages, covering both sexual orientation and gender identity. These protections should not allow exceptions predicated on ‘consent’ and must be enforceable in every context, whether private, public, faith-based, medical, traditional, domestic, or cultural; and
- lobby the Scottish Government to make legislation banning conversion therapy a year 1 priority in the forthcoming parliamentary session.”

Mover: Associated Society of Locomotive Engineers & Firemen

Seconder: Unite the Union

Supporter: National Union of Rail, Maritime & Transport Workers

Resolution 3 Protecting Performing Arts Spaces

“That this Conference notes the increasing peril facing arts spaces in Scotland, most recently observed in the abrupt closure of the Centre for Contemporary Arts in Glasgow, despite it being granted Creative Scotland multi-year funding in 2024, giving rise to an investigation into financial mismanagement. Dundee Contemporary Arts has been on the brink of closure multiple times in recent years, and Edinburgh’s Filmhouse was only rescued by a huge community effort.

“Furthermore, many arts venues in Scotland continue to adopt a damagingly conservative approach to programming and commissioning work, avoiding new and emerging Scottish work, and outsourcing productions to touring companies. As we can see from how badly these venues are struggling all over Scotland, this strategy is clearly not working and is nothing short of senseless self-destruction.

“LGBTQIA+ people make up at least 6% of performing arts workers, almost double than is found in the general population, making them more susceptible to the impact of this alarming deterioration of performing arts

venues. It is harder to work when there are fewer spaces in which to do so, and fewer institutions willing to fund it.

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

- form a working group to investigate and implement potential campaign avenues to address this issue;
- call upon Scottish Parliament to develop more robust protections for performing arts workers; and
- support campaigns led by member unions that raise awareness about the issue.”

Mover: Equity

Resolution 7

Campaigning for Improvements to Rights & Protections for Transgender & Non-Binary People

“That this Conference affirms the importance of privacy, dignity and safety for transgender and non-binary people.

“Conference therefore calls on the STUC LGBT+ Workers’ Committee to liaise with affiliates to campaign for improvements to the rights and protections of transgender and non-binary people, including to ensure access to services, spaces and facilities corresponding to their gender identity, recognition of preferred pronouns, equal legal recognition for acquired sex, and inclusion on the basis of gender identity.”

Mover: Educational Institute of Scotland

Resolution 12

Combating Hate Speech, Micro-Aggressions & their Impact on LGBT+ Workers

“That this Conference recognises that, in a climate of increasing attacks on community cohesion and unacceptable assaults on human rights, it is vital to raise awareness of the real apprehension many LGBT+ people feel about coming out at work, the ways they are made to feel unwelcome, and the serious consequences this has for mental health and wellbeing.

“Conference believes that workplaces with strong trade union presence should be places of confidence, empowerment and solidarity. They must lead the way in challenging both blatant and subtle discrimination, ensuring that no worker is prevented from being themselves.

“Conference instructs the STUC LGBT+ Committee to work with the other STUC Equality Committees and the General Council to campaign for, and develop, training resources that address the rise in hate speech and microaggressions, with a particular focus on their impact on LGBT+ people.”

Mover: Communication Workers’ Union

Resolution 13

Paving the Way for Ethical Non-Monogamous Recognition

“That this Conference notes, last year, Conference passed a motion that called for the strengthening of civil rights protections for queer workers who practice or have practiced Ethical Non-Monogamy (ENM), due to social stigma giving rise to workplace discrimination, but it has become apparent that there are challenges to overcome first, namely gathering reliable data.

“While 2025 YouGov polling data indicates that around 2% of the UK population are actively practicing ENM in some form, around 3% have had such relationships at some point in their lives, and as much as 7% currently don’t but would like to, we don’t actually know how many people in Scotland this applies to. Furthermore, much of the data on this demographic comes from private entities like dating apps, which is not necessarily reliable as a basis for policy-making compared to, for example, Census data.

“Without robust data, we can’t know how many people in this demographic are affected by workplace discrimination for it, and so we can’t effectively fight the social stigma and champion their rights.

“It is noted that the next Census in 2031 is currently in the early planning stages, so this is an ideal time to ask them to consider including a question about ENM in the next Census.

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

- research the criteria for adding a new question to the Census form;
- plan and advance a campaign to have a question on ENM added to the 2031 Census; and
- establish dialogue with the National Records of Scotland about why this matters.”

Mover: STUC LGBT+ Workers’ Committee

**Amended Resolution 14
Pride & Protest**

“That this Conference notes increasing restrictions on the democratic right to protest, alongside a rise in hostility towards LGBT+ communities.

“Across history, our movements have shared a commitment to collective action and standing up for equality.

“Conference further notes the 2025 High Court ruling restricting police participation in Pride events, wider ongoing attacks on trans rights, including the 2025 Supreme Court decision, and the concerning EHRC response that has risked weakening protections and fuelling transphobic hostility.

“These developments reinforce why Pride must remain a visible and unapologetic defence of our trans community, and as corporate involvement recedes, Pride should return to its grassroots purpose: resisting discrimination, defending hard-won rights, and challenging those who fear our visibility.

“Conference believes that employers must reject any inference that attending Pride marches and events is ‘too political’. Throughout the UK the Fire and Rescue Service has a proud record of attending Pride marches in solidarity with the communities we serve, and the politics of division should not undermine that.

“Conference further notes and deplores the various threats to commercialise Pride and the difficulties many disabled LGBTQ+ people experience in participating.

“Conference therefore instructs the STUC LGBT+ Workers’ Committee to work with the General Council to protect public services connection and involvement in Pride marches and events, defend the wider rights of workers to protest, and support work to ensure that Pride, which is owned by the LGBTQ+ community, uncommercialised and fully accessible to participation by disabled people remains a powerful symbol act of wider solidarity and resistance.”

Mover: Fire Brigades Union

Seconder: University & College Union Scotland

Resolution 16

Campaigning & Engaging with the new Scottish Government

“That this Conference reaffirms its commitment to defending and advancing the rights of LGBT+ workers in Scotland, especially amid current political uncertainty and rising challenges to the dignity of LGBT+ individuals, including trans and non-binary people. The need for unity and visibility within the movement remains vital.

“Following the Scottish Parliament elections, the trade union movement must present a clear, united stance to ensure that the concerns of LGBT+ workers are addressed by the incoming Government. Persistent delays, misinformation, and hostility in areas such as healthcare and education highlight the necessity for evidence-based policies and robust human rights protections.

“Conference reiterates the urgency of its campaigning goals, emphasising the importance of challenging misinformation and defending existing rights. Trade unions are central in providing leadership, amplifying voices, and fostering a national conversation based on dignity, equality, and inclusion.

“Whilst prioritising engagement with the incoming Scottish Government, Conference also encourages collaboration with other political parties aligned with its objectives, thereby broadening partnerships and maximising efforts to advance LGBT+ workers’ rights.

“Conference calls upon the STUC LGBT+ Workers’ Committee to lobby the Scottish Government to:

- ensure full and consistent delivery of LGBT-inclusive education across Scotland;
- support the implementation of a comprehensive and enforceable ban on all Conversion Practices;
- advocate for improved and timely access to Gender Identity healthcare services in Scotland;
- promote trans inclusion and equality in all sectors, actively countering misinformation and hostile rhetoric; and
- pursue further progress on self-determination within Gender Recognition law.

“The Committee is also encouraged to work with the STUC General Council and Equalities Committees to campaign collectively, educating members, workplaces, and communities on LGBT+ equality and human rights.”

Mover: UNISON Scotland

Resolution 17

Promoting Inclusion for Apprentices & Young Workers

“That this Conference notes that apprentices and young workers often enter workplaces with limited power, insecure contracts and little knowledge of their rights. LGBT+ young people are disproportionately affected by bullying, harassment and discrimination, particularly in male-dominated sectors such as construction, engineering and manufacturing. Evidence shows many LGBT+ young workers conceal their identity at work due to fear of prejudice, impacting confidence, progression and mental health.

“Conference further notes that apprenticeships are a key route into skilled employment across Scotland and should provide safe, supportive and inclusive environments for all.

“Conference believes that no young worker should have to choose between their safety and their authenticity at work. Inclusive apprenticeships improve retention, productivity and workplace culture. Trade unions have a vital role in organising young workers, negotiating strong equality policies

and ensuring that training providers and employers meet their legal duties under equality law.

“Conference resolves to make LGBT+ young worker inclusion a strategic priority, ensuring apprenticeships are safe pathways into decent work where every young person can thrive without fear of discrimination.

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

- campaign for mandatory LGBT+ inclusive anti-bullying and harassment policies in all apprenticeship frameworks and training providers;
- work with affiliated unions to develop model equality clauses for collective bargaining covering apprentices and trainees;
- promote dedicated support networks for LGBT+ apprentices and young workers within union structures;
- press the Scottish Government and Skills Development Scotland to embed LGBT+ inclusion, monitoring and accountability measures into apprenticeship funding agreements; and
- develop accessible guidance and training for workplace reps on supporting LGBT+ young workers, particularly in sectors where representation is low.”

Mover: Unite the Union

Resolution 18 Celebrating Transgender & Non-Binary People

“That this Conference notes that the rise of far-right influence and mainstreaming of far-right rhetoric in everyday life and media poses a threat to LGBT people’s safety, mental health and wellbeing.

“Conference stands in solidarity with transgender and non-binary people who are disproportionately impacted and calls on the STUC LGBT+ Workers’ Committee to consider opportunities to invite affiliates to contribute to celebrating the stories, activism and experiences of transgender and non-binary people – for example on Transgender Day of Visibility.”

Mover: Educational Institute of Scotland

Resolution 19 Health Tribunal Cases

“That this Conference notes, since the Supreme Court ruling, there have been several employment tribunal cases, on both sides of the border, in which health workers specifically seem to have been targeted as part of a concerted, heavily funded campaign to attack trans people. These attacks undermine the safety and dignity of all trans people in the health service alongside allies who seek to safeguard their working conditions. This may effectively deny trans people and anyone who advocates for them the right to work without public scrutiny.

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

- organise a special meeting convened of all health unions, to understand clearly how the legislation relates to policies in health; and
- campaign to increase protections so that trans workers and their allies are not forced out of the workplace by public pressure from the media.”

Mover: Chartered Society of Physiotherapy

Resolution 20 LGBTI Professional Learning

“That this Conference agrees that LGBT inclusive education positively contributes to learning and teaching in line with the Curriculum for Excellence and supports schools to fulfil their responsibilities under the Public Sector Equality Duty (PSED), as part of the Equality Act 2010.

“Conference notes that work on implementing LGBT inclusive education should have already begun in all schools but that evidence on the ground shows inconsistent approaches to implementation remain.

“Conference is concerned that homophobia, biphobia and transphobia are continuing issues within education settings and acknowledges the role that high quality professional learning plays in empowering teachers to challenge any hateful language used to target those with protected characteristics.

“Conference firmly believes all teachers should be provided with the time, resources and training to make LGBT inclusive education a reality in every school and for every pupil.

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

- champion Scotland's LGBT inclusive education approach;
- campaign to ensure the formative role of teachers in creating inclusive schools and communities is widely recognised; and
- advocate for teachers to have an entitlement to protected time to undertake nationally agreed professional learning from TIE, which builds skills and knowledge in LGBT inclusive education.”

Mover: NASUWT

Amended Motion 21 Charter of Rights at Work

“That this Conference welcomes the Scottish Parliament Election 2026 NASUWT manifesto, noting its calls for the new Scottish Government to commit to:

- establishing a Charter of Entitlements for pupils and teachers linking teacher rights to pupil entitlements, which would underline how teacher wellbeing and student success are interdependent - teachers’ rights and pupils’ rights are two sides of the same coin;
- tackle disinformation by supporting Time for Inclusive Education (TIE) and their Digital Discourse Initiative to embed critical media literacy in schools and to develop a national strategy for countering online disinformation and polarisation; and
- maintain pace on the national implementation of LGBT-Inclusive Education.

“Conference notes that teachers' working conditions are pupils' learning conditions and calls for the STUC LGBT+ Workers’ Committee to campaign for the new Scottish Government to:

- support the NASUWT Manifesto calls listed above, and the EIS manifesto call for teachers and school leadership to have the practical support, time and resources to promote and embed safe, inclusive and non-discriminatory cultures, environments and practices for all, regardless of any protected characteristics or of socio-economic disadvantage;
- agree a charter of rights or entitlements for teachers and other school staff, acknowledging the interplay between student and teacher success;
- set out a national expectation of robust protections for staff who have been subject to LGBTI related abuse at work, including what will happen if there is an incident, ensuring everyone has clear expectations; and
- acknowledge the important role of school leadership in supporting LGBTI staff and pupils and allocate appropriate resources to promote safety and inclusion.”

Mover: NASUWT

Seconder: Educational Institute of Scotland

Resolution 22 International Solidarity

“That this Conference is deeply concerned by recent drastic cuts to overseas aid by national governments and the devastating impact this is having on communities at risk, including LGBT+ communities.

“The struggle for LGBT+ equality is global, and trade unionists need to show solidarity with LGBT+ people worldwide to help amplify their voices and to show that only through collective action can we defend and expand our rights.

“Savage cuts in the US have wiped out LGBT+ healthcare programmes and undermined initiatives seeking to change laws that still criminalise LGBT+ individuals.

“International funding for HIV services has fallen and the UN is warning of widespread disruption to HIV prevention, testing and community-led programmes.

“Many LGBT+ organisations cannot fundraise locally because of discriminatory laws and/or entrenched stigma. This funding crisis is unfolding at a time of growing restrictions and attacks on LGBT+ people and rights.

“Organisations are losing funding at the exact moment that our communities are facing an upsurge in harmful political rhetoric and disinformation, growing violence against LGBT+ people and communities, global hostility towards LGBT+ equality and an erosion of LGBT+ rights.

“For the first time since UNAIDS began tracking such legislation, the number of countries criminalising same-sex relations and gender expression increased in 2025.

“Conference calls on the STUC LGBT+ Workers’ Committee, in consultation with the STUC Equality Committees to:

- highlight the damage that cuts to overseas aid is doing to our LGBT+ siblings;
- continue its work supporting workers campaigns across the globe and ensure the challenges and contributions of LGBT+ people are centred in this; and
- be open to opportunities for dialogue and work with global organisations committed to advancing LGBT+ rights.”

Mover: USDAW

Resolution 23

Solidarity with LGBT+ Communities in Ukraine

“That this Conference notes the grave and escalating challenges faced by LGBT+ communities in Ukraine as the war continues. Russian forces have deliberately targeted queer Ukrainians with torture, humiliation, sexual violence and forced outing. Many LGBT+ soldiers serve without the basic legal protections afforded to heterosexual partners, leaving loved ones unable to make medical decisions, claim bodies, or receive survivor benefits.

“Conference further notes that civil partnership legislation remains stalled, while widespread discrimination persists across employment, healthcare,

and essential services. Monitoring evidence violations in both Russian, occupied and Ukraine-controlled territories, including hate-motivated violence, abuse by law enforcement and military personnel, and barriers to safe shelter for displaced LGBT+ people.

“Conference welcomes the work of the UNISON Scotland delegation to Ukraine, whose meetings with LGBT+ activists in Kharkiv showed extraordinary resilience amid trauma, displacement and the daily reality of bombardment. Their findings emphasise that Ukraine’s queer communities urgently need international solidarity, humanitarian assistance, safe spaces, and legal reform.

“Conference believes that LGBT+ rights are inseparable from the wider struggle for democracy in Ukraine, and that global trade unions have a vital role in amplifying queer voices, supporting equality legislation, and challenging anti-LGBT+ disinformation and violence.

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

- work with the STUC General Council and affiliated unions to advance practical solidarity with Ukrainian LGBT+ communities;
- support sustained links with Ukrainian LGBT+ organisations;
- advocate for legal recognition of same-sex partnerships and explicit SOGIESC-based protections within Ukraine’s reform agenda; and
- promote humanitarian, financial and campaigning support consistent with our movement’s internationalist values and commitment to international solidarity.”

Mover: UNISON Scotland

Emergency Resolution 1 Scottish Elections

“That this Conference welcomes the election of Scotland’s first two trans MSPs, Dr Q Manivannan and Iris Duane as an important step forward in LGBT+ visibility in Scotland and in the presence of trans voices in the decision making process.

“Conference notes and condemns the transphobic and racist commentary surrounding their election and resolves to invite Dr Q Manivannan and Iris Duane to meet with the committee to discuss our work and how we can support them in their new roles.

“Alongside this, Conference notes the election of 17 Reform MSPs to the Scottish Parliament. Conference believes the election of Reform to represent a major threat to the wellbeing of LGBT+ people across the country and resolves to work alongside all equalities committees and affiliates to renew our efforts to combat the harmful discourse of the far right and to highlight the threat they pose. Conference further resolves to engage with the incoming Scottish Government and other parties which align with our aims in taking forward work to tackle the influence of the far right during this parliamentary term.”

Mover: STUC LGBT+ Worker’s Committee

**APPENDIX C
MOTION REMITTED AT THE
2026 ANNUAL LGBT+ WORKERS' CONFERENCE**

**Amended Motion 15
Sex Work Decriminalisation**

“That this Conference notes, Ash Regan MSP’s Prostitution (Offences and Support) (Scotland) Bill was recently voted down at Stage 1, rejecting her efforts to further criminalise the purchasing of sexual services.

“This Bill was drafted without consultation with workers. Legislation criminalising sex work harms those engaged in sex work and leads to discrimination and further barriers to workplace rights, safety and support. LGBTI+ people form a large part of the sex worker community, relying on it for a living income.

“Scotland For Decrim are a sex worker led grassroots group campaigning for decriminalisation as a Scottish legislative model, which is called for by the World Health Organisation, Amnesty International, Human Rights Watch, Global Alliance Against the Traffic of Women, UNAIDS, and the UN Working Group on Discrimination Against Women and Girls.

“Conference notes:

- sex work is overwhelmingly driven by poverty.
- sex workers in Scotland and their representative organisations
- demand sex work be decriminalised as the only model allowing workers to effectively organise and fight for safety and dignity at work.
- sex workers are often marginalised people let down by the state - women living in poverty, disabled people, single parents, migrants, working-class students, and LGBTI+ people.
- the trade unions GMB, UCU, CWU, RCN, Equity and ASLEF all support the decriminalisation of sex work in the UK.
- sex workers face barriers to unionisation due to criminalisation.

“Conference instructs the STUC LGBT+ Workers’ Committee to:

- support the decriminalisation of sex work in Scotland;
- meet with Scotland For Decrim to understand how they can support their work to campaign for the safety of sex workers as a means of survival due to austerity policies; and
- develop resources to support unions to campaign for the unionisation of sex workers and their demands for labour rights, safety, and fair working conditions.”

Mover: Public & Commercial Services Union

Seconder: Equity