

Decisions Booklet

13th STUC LGBT+ Workers' Conference

FIGHTING BACK
FIGHTING FIT



Saturday 11 and Sunday 12 May 2024
Golden Jubilee Conference Hotel, Clydebank, Glasgow

RESOLUTIONS CARRIED

Composite A (covering Amended Resolution 1 & Resolution 2) Supporting the Trans Community

“That this Conference is appalled by the Westminster Government’s interference in the business of Scotland’s elected parliament, by issuing a Section 35 order to further impede the progression of the Gender Recognition Bill.

“Conference was further disappointed with the decision of the Court of Session on 8 December 2023 to uphold the UK Government’s use of Section 35 of the Scotland Act 1998 to block the Gender Recognition Reform (Scotland) (GRR) Bill from receiving royal assent.

“Conference notes that whilst the Scottish Government chose not to appeal the Court of Session’s decision it has not withdrawn the bill which could enable a change of UK Government to allow the bill to receive royal assent.

“The Scottish Labour Party supported the bill’s passing and with an upcoming UK general election it is important that we ensure that the UK Labour Party commits to build upon its proud history of furthering LGBT+ rights whilst respecting and acknowledging the work of the Scottish government to further equality.

“The reforms brought by the GRR bill are long overdue and have seen years of debate, consultation, and campaigning by trade unions. Time and again the trans community has been used as a political football by a failing Tory Government to stoke a culture war designed to distract from their ineptitude and callousness.

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

- a) campaign for the immediate removal of the Section 35 order and allow Scotland to implement this legislation in full;
- b) lobby the Labour Party to commit to present the GRR Bill for royal assent through an incoming Labour Government in Westminster;
- c) lobby the Scottish Government to create a countrywide plan for trans healthcare; and
- d) make clear to current elected representatives and prospective parliamentary candidates that all elected representatives have a duty to represent all communities and that transphobia in any form is not acceptable.”

Mover: Associated Society of Locomotive Engineers & Firemen

Seconder: Unite the Union

Supporter: Educational Institute of Scotland

Composite B
(covering Resolutions 14 & 15)
LGBT+ Mental Health

"That this Conference notes LGBT+ people in Scotland continue to face major health inequalities in every measure of wellbeing, including mental health. Conference also notes that LGBT+ people may be at higher risk of experiencing prejudice-based violence and aggression, including within their place of work, and that this risk increases with the spread of harmful narratives and misinformation about LGBT+ people.

"The reasons why LGBT+ people are at greater risk of developing a common mental health problem such as depression or anxiety are complex, however the experience of discrimination and stigma, harassment, homo/bi and transphobia and social exclusion all have a negative impact on mental (and indeed physical) health.

"Discrimination not only contributes to mental ill health but also heavily influences decisions about and access to treatment and diagnosis.

"Conference further notes the detrimental mental health impact on LGBT+ people who may live with an underlying concern related to the possibility of becoming targets of homophobic, biphobic or transphobic violence.

"For many LGBT+ people, discrimination and abuse at work continues to be commonplace and creates workplaces where LGBT+ people feel excluded and unable to be themselves. It is vital in their work on these issues that unions continue to seek to address the social and workplace factors that increase the risk of LGBT+ workers developing mental distress.

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

- i. support union's efforts to ensure reps and officers are properly equipped to respond appropriately and positively to complaints of homo/bi and transphobic harassment;
- ii. give a voice to LGBT+ members who experience mental ill health or distress so that their experience informs and is centred in the movement's efforts to win them a better deal at work and in society; and
- iii. re-emphasise the crucial role collective bargaining plays in delivering safe, equal, and inclusive workplaces by publishing/updating guidance on LGBT+ bargaining.
- iv. develop communications to show support for efforts to tackle prejudice-based violence and aggression in all workplaces and society; and
- v. develop and share resources to support the mental health and wellbeing of LGBT people, including young people."

Mover: Union of Shop, Distributive & Allied Workers
Seconder: Educational Institute of Scotland

**Composite C
(covering Resolutions 16 & 17)
Accessible Trans Healthcare**

“That this Conference recognises the widespread discrimination experienced by Trans colleagues.

“This Conference is gravely concerned by the decade long cuts to the NHS that has led to the closure of many gender clinics across the UK, resulting in obscene waiting times and pressure being put on the remaining gender clinics.

“Young trans people in some parts of England are now being told they will have a 50 year wait to access gender affirming care. In Scotland, those able to access health services through GP referral, can wait up to seven years for an initial NHS Gender Identity Clinic appointment. This is just the start of prolonged uncertainty and anxiety around what support may be available and when.

“Transitioning is fundamental to a person’s very being and is at the core of their identity. Public stigma, stoked by hate campaigning, makes it tremendously challenging for Trans people to feel confident in themselves, asserting their needs and accessing support.

“Lack of funding and rising demand for services have led to an increase of trans people making tremendous sacrifices to commence transition privately and/or self-medicating, without appropriate supervision by a doctor. This has seen many trans people developing new health issues as a direct result, which is putting a further unnecessary strain on the NHS and causing widespread distress within the trans community.

“Many reports illustrate disproportionate negative health impacts, such as over two-thirds of Trans people experiencing depression each year; and almost half having attempted suicide at some point in their lives. In addition, Trans people are reported to be twice as likely to be the victim of crime than Cisgendered people.

“By recognising the challenges and discrimination Trans people face, we can be better equipped to ensure equality and dignity for this demographic. We should also be mindful to consider the array of additional challenges and vulnerabilities people may face depending on personal circumstances, such as those experiencing homelessness and those affected by the cost-of-living crisis more broadly.

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

- ensure that trans healthcare is treated with the same degree of concern in all NHS budget campaigning;
- lobby for adequate provision of gender clinics around Scotland, to reduce waiting times and strain on existing clinics;
- remove all unnecessary obstacles for trans healthcare; and

- work tirelessly for Trans equality in our Trade Union affiliates and workplaces.”

Mover: STUC LGBT+ Workers' Committee

Seconder: UNISON

Resolution 3

Affirming Support For Women's Rights

“That this Conference affirms the rights of all women regardless of their sex assigned at birth.

“We acknowledge that human autonomy, self-identification, and freedom from gender-based violence are key points in the fight against misogyny and violence towards women and girls. The idea that when it comes to the rights of trans people, that these principles are somehow in conflict with the fight for women's rights is a lie perpetuated by a right-wing movement with a narrow and patriarchal criteria for the female identity.

“For centuries, women have fought the notion that your body determines your place in society. The fight for trans equality is in direct correlation to and aids the fight for the rights of women. It does not run in opposition. Bodily autonomy is a shared goal.

“Every woman should be able to interact with their identity and body without prejudice, coercion, or by forcing that person to forfeit their identity and live in fear for their life.

“Conference further believes and affirms that every woman must be free to be themselves in the workplace without fear too. To this end, given the current climate, safe space policies are required for the LGBT+ community in every workplace.

“Conference calls upon the STUC LGBT+ Workers' Committee to:

1. affirm and acknowledge the rights of all women regardless of their sex assigned at birth;
2. affirm that the fight for trans equality and the fight for women's rights share the same goals and strengthen each other through solidarity; and
3. support and encourage all affiliates to have, and implement, LGBT+ safe space policies in the workplace and call on all affiliates to work for this too.”

Mover: Unite the Union

Resolution 4

Action on LGBT+ Pay and Job Security

“That this Conference notes and deplores:

1. LinkedIn commissioned poll showing a UK-wide LGBT+ pay gap of 16%.
2. the National LGBT Survey carried out in 2018 found that 47% of LGBT+ people in the sample earned less than £20k annually.
3. the lack of data specific to Scotland on low pay, pay inequality and precarious work for LGBT+ people.
4. the links between low pay and insecurity employment and poorer mental and physical health.
5. continued fear of stigma and discrimination means that many LGBT+ are not out in their workplaces and complicates data collection.

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

1. obtain data from affiliates and publicise any successful actions to improve job security; and
2. call on the General Council and affiliates to lobby the Scottish Government to
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 - (i) carry out a survey of LGBT+ pay and job security; and
 - (ii) require employers to have an action plan to improve LGBT+ pay and job security and reduce the LGBT+ pay gap.”

Mover: University & College Union Scotland

Resolution 5

LGBTQ+ Worker Co-operatives

“That this Conference notes since the closure of the LGBTQ+ worker co-op Bonjour, Glasgow has been deprived of a vital community space that worked with the local LGBTQ+ community, the trade union movement, and local progressive political groups, to provide spaces for everything from crafting and educational events, club nights, a workshop for designing banners for protests, a space for post-protest discussion and relaxation, meetings during COP26, and fundraisers for local working class people.

“That it was able to do this for three years throughout the pandemic without backing or capital investment from profit-seeking groups proved that such spaces can be viable if a location is made suitable.

“These spaces are also more resilient than private spaces subject to the whims of vindictive and oppressive management, as we see so often from our comrades in

the Hospitality branches, but worker-ownership also comes with its own increased pressure, on communities already under stress.

“The trade union movement has long links with the co-operative movement, and this should be utilised more to build more of these essential spaces for the movement.

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

- contact organisations in the co-operative movement, and the Cross-Party Group on Co-Operatives to develop bespoke guidance on how setting up co-operatives may be beneficial for LGBTQ+ groups;
- develop guidance for existing and future worker co-ops on how to ensure they may be welcoming and inclusive to the LGBTQ+ community;
- build a directory of such spaces across Scotland that are evidenced to be supportive of, or run by, the LGBTQ+ community; and
- urge, via the STUC and affiliates, that local union branches and trades councils look to use such worker co-op spaces for events wherever possible, to maintain their futures.”

Mover: Glasgow Trades Union Council

Resolution 6 Fighting the Far-Right to Defend LGBT+ Rights

“That this Conference notes:

1. The upsurge in hate crimes against LGBT+ people especially those resulting from the current torrent of transphobia in political and civil life in the UK.
2. That LGBT+ civil rights are increasingly under attack from authoritarian nationalists and reactionary religious organisations across the world.
3. That Conservative and right-wing populists are funding and supporting international networks that promote right-wing, populist, racist, misogynist disablism as well as homophobic, biphobic and transphobic grounds, and these are active in the UK.

“Conference believes that transphobia, biphobia, and homophobia are key gateways to the ideology of the far-right today and must be specifically challenged by our movement.

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

- recognise and promote the importance of challenging homophobia, biphobia, and transphobia through both trade union political education on the far right and STUC campaigns on fighting fascism;

- defend all LGBT+ workers from the actions of far-right organisations that attack LGBT+ events including Prides, Drag Storytimes, and groups supporting trans inclusion; and
- ensure that we speak out when LGBT+ rights are under threat across the world.”

Mover: National Union of Rail, Maritime & Transport Workers

Amended Resolution 7 Dignity and Health and Safety in the Workplace

“That this Conference:

- i. notes with concern the visit of the UN Special Rapporteur for Violence Against Women, Reem Alsalem, to the UK, in the context of her persistent advocacy for additional obstacles and conditions to legal gender recognition that undermine the rights of trans people;
- ii. recalls her intervention in the Gender Recognition Reform (Scotland) Bill (GRR), was contradicted by the UN High Commissioner on Human Rights;
- iii. recognises that she did not consult human rights groups or specialist violence against women organisations in Scotland; and her contribution has been weaponised by the UK Government and inflamed public discourse, putting union members at risk, both transgender and cis gender. Gender identity notwithstanding, this situation has proven especially dangerous for Equity members performing as drag artists; and
- iv. acknowledges that the transphobic discourse in the UK has become an issue of worker health and safety.

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

- a. refute the interventions of the UN Special Rapporteur on the issue of trans rights in the UK; and
- b. establish robust legal protections for transgender workers and cis gender victims of anti-trans aggression, focussed on safeguards to dignity, health and safety in the workplace.”

Mover: Equity

Seconder: Educational Institute of Scotland

Resolution 8

LGBT+ Discrimination in the Workplace

“That this Conference notes that across the UK, life for many LGBT+ people is becoming more challenging. This is manifested in a culture of increasingly violent incidents against LGBT+ people, a political system which stokes division and seeks to scapegoat trans people and a toxic social media environment which spills over into the lived realities of LGBT+ people’s lives.

“Conference notes that this hostile environment has severe consequences for LGBT+ workers, which can often result in an increase of direct and indirect discrimination in workplaces, a lack of understanding from employers and substantial workplace policy issues, including a gap between policy and action.

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

- make use of STUC data collected on their LGBT+ discrimination survey to create training and best practice guides for employers about how to recognise, reflect upon and rectify LGBT+ discrimination in the workplace; and
- share information with affiliated unions and reps about the wide range of LGBT+ worker discrimination issues and provide support materials for equality reps to better support their LGBT+ members.”

Mover: STUC LGBT+ Workers’ Committee

Resolution 9

LGBTQ+ Musicians

“That this Conference believes that everyone has the right to safe workplaces, free from harassment and discrimination. Research by the MU revealed that this is not a reality for LGBTQ+ musicians.

“The Musicians’ Census 2023 revealed that LGBTQ+ musicians face high levels of discrimination with trans musicians being disproportionately impacted. The research revealed that:

- almost a quarter of trans musicians said they are not out at work;
- over half reported experiencing discrimination based on their gender identity but only a third reported it;
- 43% of LGBTQ+ musicians reported low mental wellbeing;
- 90% of those who reported low mental wellbeing also reported experiencing or witnessing discrimination; and
- freelance musicians are particularly impacted as they lack access to reporting and support mechanisms and can fall outside the protections of existing legislation.

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

- continue to tackle the root causes of transphobia;
- challenge anti-trans rhetoric and promote authentic, positive perceptions of trans people;
- lobby Governments for funding for culturally relevant mental health services for LGBTQ+ people;
- support affiliates to stand their ground in the face of anti-trans backlash; and
- lobby Government to extend the protections in the Equality Act 2010 to all freelance workers.”

Mover: Musicians’ Union

Resolution 10 The B in LGBT+ is Not Silent

“That this Conference notes that in our community the experience of Bi people can at times be dismissed. It can be difficult to come to terms with one’s own sexuality and that can be made even more challenging when not accepted by the rest of the community.

“A report conducted by the charity Stonewall found that Bi people are less likely to be out to their families, with only one in five out to their own families compared to three in five gay and lesbian people. Two in five Bi people were also found to hide or disguise their sexual orientation so as not to be discriminated against at work.

“The erasure of our existence both from within and from without our community harms the mental wellbeing of the Bi community and those who fall under our umbrella. The harmful stereotypes that follow Bi people, make our experiences feel unwelcome and our community socially isolated. Stereotypes exist to demean and denigrate a person’s identity and as a community we should not participate in this behaviour, instead we should challenge those who do. The assumption of a person’s sexuality based on who they are in a relationship with, should not have to be forced on them. A Bi person in a relationship with someone of the opposite gender does not make them straight and if in a relationship with someone of the same gender does not make them gay or lesbian.

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

- conduct research with unions to determine the extent of Bi erasure in the LGBT+ community and the wider workforce; and
- promote education and awareness of the harm caused by Biphobia and assist unions with the delivery of training on this subject.”

Mover: Fire Brigades Union

Resolution 11 Inclusive Language

“That this Conference notes that we have long standing traditions in our movements use of language. However, some terminology in modern society is outdated and lacks inclusion, for example by excluding recognition of non-binary persons or inadvertently misgendering or deadnaming a person. Being misgendered or deadnamed is harmful, it effects the mental health of people.

“Conference calls on unions to cease the practice of using the gendered terms and instead use non-gendered specific terms, such as ‘members’, ‘officials’ or the person’s name.

“Conference calls on the STUC LGBT+ Workers’ Committee to encourage unions to use inclusive language:

- to ensure the default for use by officials or on any documentation when referring to a member should not have a gendered term; and
- that members who wish to be addressed by a gendered term can opt in to use such a term and not place that burden onto the member.”

Mover: Fire Brigades Union

Amended Resolution 12 Raise Intersex Awareness

“That this Conference recognises the shocking lack of information and public awareness of intersex and how this condition persistently affects intersex-born people’s lives, whether:

- they are already medically assessed for having this condition
- ...or are still waiting for the NHS to determine their manifestation of an intersex condition.

“Many intersex people carry the physical or mental scars of non-consented medical interventions as newborn, infant or youth, by national healthcare systems that, at that time, believed they were ‘fixing’ their sex.

“The consequences are often severe on developing friendships, relationships and identity based on assumed sex; domestic violence, lifelong post-traumatic symptoms, self-harming, social and emotional isolation. Tragically, many Intersex people are no longer here to witness this motion.

“Intersex people can feel LGBT+ stops at the ‘T’ when it comes to the practicalities of their everyday life. Often intersex is mistakenly linked to the ‘T’ or ‘Bi and ‘beyond’ and thereby vanish, un-named.

“Intersex conditions are many and complex but must become visible and understood in our workplaces and especially in organisations delivering services. Trade union LGBT+ initiatives must give intersex members their own spots, safe spaces, workshops, rooms and talkers.

“Conference calls on the STUC LGBT+ Workers’ Committee to work with relevant affiliates to:

- include intersex in their membership equality monitoring processes which will also support the STUC to include intersex in its equality monitoring;
- engage with our intersex members to seek to understand their needs and asks of the trade union movement;
- campaign for statutory and voluntary services to actively and openly include intersex people in their mental health and holistic wellbeing services;
- encourage and demonstrate distinction of ‘intersex’ under the auspices of the plus in LGBT+; and
- develop information and resources for activists about intersex and the issues that our intersex members face both in the workplace and in our communities.”

Mover: UNISON

Secunder: NASUWT

Amended Resolution 13 Ending HIV Discrimination

“That this Conference notes, HIV stigma has a profound impact on people living with HIV. Three in four people living with HIV in the UK have experienced discrimination or stigma due to their HIV status.

“Public knowledge of HIV is lagging woefully behind medical advancements. Advances in treatment mean that not only can people with HIV expect to live long, healthy lives but society has the tools to stop HIV transmissions for good.

“Unions should champion cost effective evidenced-based medicine, this involves supporting education of communities around ending novel HIV transmissions, including non-LGBTQ+ communities if we're to achieve zero new HIV transmissions by 2030.

“Despite this a widespread lack of awareness of the facts continues to generate high levels of stigma and discrimination. This has a disproportionate impact on LGBT+ people even though new diagnoses are falling for this group.

“In the workplace HIV discrimination manifests itself in multiple ways including breaches of confidentiality, isolation, harassment and not having contracts or offers of employment renewed.

“Raising awareness of the facts about HIV tackles stigma and removes the fear that often surrounds the virus. It enables those living with HIV to be treated equally and with dignity and respect. This in turn makes accessing testing and living with HIV easier.

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

- i. encourage unions to raise awareness of the facts and take action to tackle HIV stigma and discrimination;
- ii. support the work unions are doing with employers to end HIV discrimination in the workplace;
- iii. lobby the Scottish Government to deliver on their 2021 manifesto commitment by bringing forward a comprehensive, fully funded HIV Transmission Elimination Delivery Plan; and
- iv. widen awareness of HIV prevention among minoritised LGBTQ+ populations, and other under-represented populations outside the LGBTQ+ community.”

Mover: Union of Shop, Distributive & Allied Workers

Seconder: Pharmacists’ Defence Association

Amended Resolution 18 Challenging Global Narratives

“That this Conference notes the continued spread of misinformation and toxicity around LGBT+ lives and policies, including within campaigns as part of the upcoming US election.

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

- consider action that provides positive counter-narratives, such as celebrating the lives of LGBT+ people within the trade union movement;
- consider a political education learning activity or course on challenging global narratives around LGBT+ rights; and
- campaign to have practices such as conversion therapy banned and develop strategy to challenge misinformation.”

Mover: Educational Institute of Scotland

Seconder: National Union of Rail, Maritime & Transport Workers

Resolution 19 Hate Speech – Changing the Narrative

“That this Conference notes with increasing concern the prevalence of hate speech on social media and beyond, seemingly with impunity.

“Conference is appalled to see the language of the far right and right-wing extremist influencers permeating and becoming normalised within some pupil cohorts.

“Conference notes that NASUWT research found that 93% of teachers in Scotland said the number of pupils exhibiting physically violent and abusive behaviours has increased in the last 12 months.

“Conference is concerned that LGBTI teachers are being disproportionately targeted with increased challenges to their authority as well as homophobic abuse.

“Conference agrees that, if such behaviours go unchallenged, this creates a corrosive working and learning environment which can have a devastating impact on the health and welfare of LGBTI teachers as well as the young people witnessing it.

“Conference is concerned that current behaviour approaches in schools take little cognisance of prejudice-based abuse, in particular the impact of restorative approaches on staff who have been abused.

“Conference asserts that it is incumbent on all affiliates to work collaboratively to challenge hate speech at all levels and calls on the STUC LGBT+ Workers’ Committee to help change the narrative by:

- i. promoting positive stories of LGBTI union activists, including within the STUC Unions into Schools work, to ensure LGBTI people are not solely viewed through the lens of Pride, but rather are understood simply as members of the community;
- ii. providing/facilitating training for affiliates on difficult/challenging conversations;
- iii. offering updates, training, and webinars on LGBTI equality issues, promoting and empowering allies to stand up for LGBTI rights; and
- iv. campaigning for earlier support and education on LGBTI issues and hate speech at primary school, recognising that, by secondary school, many pupils may already have been exposed to far-right narratives.”

Mover: NASUWT

Resolution 20
Vexatious Freedom of Information (FOI) Requests

“That this Conference notes that there are both individuals and groups online who oppose work to support LGBTI people.

“Conference acknowledges that schools, and other public bodies, are facing increased requests by such groups for information relating to engagement with charities and third sector organisations supporting and advocating for LGBT Inclusive Education.

“Conference notes that vexatious uses of FOI legislation to target schools and individual teachers can have a deleterious impact on those teachers and headteachers, oftentimes being exposed to vitriol online and in the press as a result, as well as negatively impacting LGBTI children and young people in the school and community who are witnessing this discourse.

“Conference notes that a Bill to reform Freedom of Information legislation in Scotland is currently being considered in the Scottish Parliament and calls on the STUC LGBT+ Workers’ Committee to advocate for:

- i. increased accountability for, and protection against, vexatious FOI complaints; and
- ii. governmental awareness, and acknowledgement, of the impact of such vexatious complaints on teachers and other public sector workers, many of whom have felt publicly outed and their privacy breached.”

Mover: NASUWT

Amended Resolution 21
LGBT+ Diversity

“That this Conference recognises the diversity of the LGBT+ community and the importance of organising in ways which celebrate this diversity.

“Conference agrees to:

1. change the LGBT+ Workers’ Committee constitution so that:
 - a) the Committee be extended to include one non-binary position; and create an additional three seats in both the General and Women’s sections to be reserved for one Black and Ethnic Minorities, one Disabled, and one Young member, to increase participation from those protected characteristics; and
 - b) if, after repeated calls to affiliates pre and post-Conference, any of these places remained unfilled, it is permitted to fill them with the nominated

delegates who obtained the next highest votes, even if they do not fulfil the conditions; and

2. organise an event celebrating Black LGBT+ history, preferably together with the Black Workers' Committee for LGBT+ or Black History Month."

Mover: University & College Union Scotland

Seconder: GMB Scotland

Emergency Resolution 1

Cass Report* - Countering its Bias, the Surrounding Culture Wars and its Harm to Young Trans and Non-Binary Young People

"That this Conference is seriously and deeply concerned about the danger of the Cass Final Report, published on 10 April 2024, on young Trans and non-binary Health Care across the UK.

"Conference notes:

That Sandyford Gender Identity Clinic responded far too hastily to Cass, 'pausing' endocrinological care for new young patients, despite ongoing work to improve Trans healthcare.

The Scottish Government instructed the Chief Medical Officer to review Cass and its implications for Scotland and report before the summer recess.

The First Minister on 6th May publicly stated Cass Report had to be 'taken extremely seriously'.

That the first peer reviewed academic paper critiquing the work of Cass Review Group was published mid-April. There have been scores of organisations publicly criticising Cass.

Cass report has emboldened Gender Criticals, e.g. piling on more venom targeted at Trans people.

"Conference notes and acknowledges that there are some aspects to the Cass Report which can improve Trans / non-binary health care e.g. multi-disciplinary support.

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

- urgently raise our above concerns within the motion with the STUC General Council and its affiliates. To work collectively to campaign against the Cass Report's adverse findings and in particular, to reverse the 'pause' or halting of Trans Health Care support for new young patients.

- call out all those involved in culture wars seeking to use Cass as a means to call into question all trans and non-binary health care and their very existence.
- further, in tandem with the STUC General Council to raise our concerns with the Scottish Chief Medical Officer, the Governments in Scotland and UK as well as the UK Labour opposition.
- call for an inquiry into the management and disgracefully long waiting times for young Trans and non-binary patients at the Sandyford GIC.”

Mover: Unite the Union

Emergency Resolution No. 2 Political Commitment to LGBT Inclusive Education

“That this Conference notes the recent changes to political leadership in Scotland, with a new Scottish Government appointed May 2024. Conference believes it is crucial that the new Scottish Government show support for LGBT Inclusive Education and clearly communicates this as a matter of priority. This is within the wider context of intensifying pressure and spreading of misinformation that aims to undermine established policy related to LGBT rights, including LGBT Inclusive Education, causing significant concern and anxiety for many LGBT people and allies.

“Conference further notes Scotland’s historical commitment to LGBT Inclusive Education and its positive impact to date, including participating schools reporting that:

- 98% of primary pupils saying that they now understood what to do if they saw or experienced LGBT related bullying.
- 96% of secondary pupils having a better understanding of how prejudice can impact LGBT people.
- 97% of teachers feeling more confident regarding LGBT Inclusive Education.

“Conference further notes that a recent survey about parent and carer attitudes shows a majority of 70% supports LGBT Inclusive Education.

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

- write to the new First Minister and Deputy First Minister to ask them to reaffirm the Scottish Governments commitment to LGBT Inclusive Education and continued political support for its implementation in Scotland through engagement with the Time for Inclusive Education Campaign; and
- engage with STUC affiliates to continue the trade union movement’s support for LGBT Inclusive Education.”

Mover: Educational Institute of Scotland

Emergency Motion No. 3 No Pride in Israeli Genocide

“That this Conference notes and sends solidarity to those protesting Eurovision last night because of Israel’s participation in this year’s event. Eurovision is well known to have many LGBT fans and conference was heartened by the news that the Royal Vauxhall Tavern, a historic LGBT+ venue, decided to stand with Palestine, uphold the demands of the BDS movement and refuse to show Eurovision also.

“Conference further notes that the Israeli state operates a policy of pinkwashing, attempting to appeal to the global LGBT+ community, creating an image of Israel as a progressive democracy upholding human rights, to distract from and legitimise its genocide in Gaza and oppression of Palestinians.

“Pinkwashing is the idea that Israel is liberating queer communities and is the only democracy in the Middle East that allegedly supports LGBT+ rights. It feeds into the colonial and imperialist narrative that Palestinians are ‘backward’ and ‘un-enlightened’, hostile to LGBT rights. Pinkwashing uses queer Palestinians as props for a narrative in which Israel becomes a saviour, while intentionally distracting from the oppression, violence, and racism Palestinians face.

“Conference notes the further example is the photograph circulated online in November 2023 by the Israel Government’s social media accounts, of an Israeli soldier raising the Pride flag ‘in the name of love’ in Gaza. Behind the flag, the ruins of Palestinian homes and businesses obliterated by Israeli bombs are visible.

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

- condemn Israeli’s use of pinkwashing as a tactic for furthering its apartheid and genocide.
- make a Statement in Solidarity with LGBT Palestinians.
- uphold the demands of the Boycott, Divestment and Sanctions movement and support workers in challenging their employers who collude with Pinkwashing of the Israeli state.”

Mover: Unite the Union

Emergency Resolution No. 4 Ensuring Progressive LGBT+ Policies in Scottish Government

“That this Conference is concerned about the newly appointed Deputy First Minister, Kate Forbes MSP. During last year’s SNP leadership contest, she said she would have voted against gay marriage in Scotland as a matter of conscience because of its profound significance in all mainstream faiths.

“Furthermore, she urged the Scottish Government not to appeal a court decision to uphold the UK Government’s block on gender reform. She also previously stated she would not support the Scottish Government’s gender reform bill in its current form, stating she had ‘significant concerns’ about gender self-identification.

“This appointment caused significant response from the Scottish Green Party with Patrick Harvie asking what direction the Scottish Government would take, stating at First Minister’s questions on 9th May: ‘Yesterday that signal came pretty clearly - progressive ministers sacked, and the second most powerful job in government given to someone who has opposed LGBT peoples legal equality, who has expressed judgemental attitudes against abortion, who has even expressed the view that people who have families without being married are doing something wrong’.

“The views expressed by those in the Green Party were the vision for Scotland was taking us back to the repressive values of the 1950s. Our community has fought hard for decades for the freedoms we have today. Kate Forbes appointment throws an immense shadow over those significant achievements and raises concern for LGBT+ people across Scotland.

“We call on the STUC LGBT+ Workers’ Committee to write to the new First Minister in response to his decision to promote Kate Forbes to the position of Deputy First Minister expressing concern at her appointment and seeking assurance this will not have a negative impact on the Scottish Government’s LGBT+ equality agenda, progressive policies and that any rollback of LGBT+ equality legislation and policies will be prevented and vehemently opposed.”

Mover: UNISON