

# UNISON

## *Influencers 2026*

### LGBT+ workers

LGBT+ workers still face discrimination, exclusion, and lack of inclusive policies in workplaces and public services. Progress must be protected and extended.

#### Key facts

- Discrimination and harassment remain common and is increasing
- Trans and non-binary people face significant barriers and discrimination
- Many workplaces lack inclusive policies and training
- Public services are not always inclusive or accessible

#### UNISON is calling for

- Stronger protections against discrimination
- Inclusive workplaces and public services
- Advancement of trans and non-binary rights
- Equality embedded across all public policy

#### Questions for candidates

- How will you strengthen protections for LGBT+ workers?
- What steps will you take to ensure inclusive public services?
- How will your party support trans and non-binary rights?
- Will you back a comprehensive, loophole-free ban on conversion practices?

#### Actions for you

- Promote inclusive policies in your workplace
- Challenge discrimination wherever it occurs
- Engage candidates on LGBT+ equality commitments

Follow our campaign *Public services at the heart of a fairer Scotland* [here](#)

Public services:  
the heart of a fairer  
Scotland

UNISON  
Scotland