



No.19 Winter 2023

## **National LGBT+ Conference 2023**

This year's conference in Liverpool was productive and supportive. Once again it was lovely to see everyone and through motions, set our agenda for the National LGBT+ Committee to take forward next year.



Once again, we had a varied and wide-ranging agenda covering issues like: Addressing the lack of Black LGBT+ participation, Allyship – Next Steps, Scheduling LGBT+ conference dates, LGBT+ in Sports, Police with Pride, A louder voice for the PLUS, HIV has changed, Intersectional zero tolerance to hate crimes and working with trans and non-binary service users.

This year's debates were so impassioned that to get through the agenda we had to move a motion to shorten speaking times so everyone could be heard. We were delighted to attend a great social event, and we thank our North-West colleagues for their hard work in arranging it. It is not often you have a disco on the Mersey ferry, and it was great fun.

Well done to all the Scottish delegates who participated in conference, attended sessions, moved, or spoke on motions and shared their individual experiences. It can be daunting speaking in front of colleagues.

- You all did us proud!

## **ILGA Europe Conference 2023**

In October we gathered with 450 activists from across Central in the Slovenian capital of Ljubljana for the ILGA-Europe for the ILGA-Europe Annual Conference. And what an experience it turned out to be! Five inspirational days of connecting, sharing, thinking, talking, listening, learning, re-energising, and building strength for the work to come. There was lots of laughter too, rooted in the sheer, queer joy of being together in such a special and mutually supportive space.





During conference we attended a variety of workshops and discussion panels on resilience and organising for momentum. We were delighted to support national colleagues at our UNISON session, where Penny Smith discussed the Trans Equality policy document and the trans ally campaign, explaining the ongoing campaign to rollout Trans ally training across the UK and encourage employers to adopt our model policy.

A presentation was given on the content of policy and discussion around trans pushback experienced across the UK, followed by statements from the general secretary at national conference showing our campaign solidarity.

This fed into a workshop session on trade union activity and solidarity across organisations, during which a variety of activists engaged in deep discussion around activism, far right rhetoric, anti-trans movement and gender critical movement and how best to counter the arguments.

We were able to give the Scottish perspective and discussion around reform of the GRA and this stimulated positive engagement.

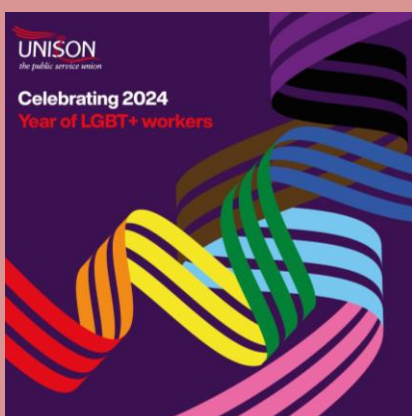
The timing of the conference allowed us an opportunity on intersex awareness day to promote visibility for our intersex colleagues across the world.



We would like to thank UNISON Scotland for continuing to support this incredibly pivotal International Conference which is dedicated to the fight for LGBT+ equality across Europe and Central Asia.

The connections we make and the visibility for UNISON on the International stage are without doubt hugely invaluable. Our voice must continue to be heard across our nations as we continue to lead in equality, justice, and fair work for all.

## **Year of LGBT+ Workers**



Inspired very much by the year of disabled workers in 2022 and the year of Black workers in 2023 we were immensely proud to launch the year of LGBT+ Workers for 2024 at our UNISON LGBT+ Conference in Liverpool.

The National Committee has for many years worked hard to raise the profile of the achievements of our LGBT+ workers through the union and in our workplaces. We have many things to be proud of including the repeal of section 28, equalisation of the age of consent, and the introduction

of civil partnerships and marriage for LGBT+ people. But we are also aware that there is a long way to go to achieve true equality. We know that people still struggle to come out in their workplaces and beyond even now and that some have an agenda to systematically remove our rights.

This coming year will provide the opportunity to promote UNISON as the union for LGBT+ workers, raise awareness of LGBT+ rights throughout the union, challenge discrimination in the workplace and society, and recruit and grow the LGBT+ activists of the future. We want all of you to be part of the year of LGBT+ workers, which is why we have spoken to many of you to see what you would like to achieve in 2024 and why our year is important to you.

Delegates at conference had an opportunity to say what is important to them as we move towards 2024 and year of LGBT+ workers.

They took to writing on posters to create a vivid and colourful display of their priorities for visibility and inclusion.



## **So, what can you do to support the Year of LGBT+ Workers?**

You could work with your branch to run recruitment events on the various days of visibility. Making sure that there are LGBT+ materials (and of course materials from each of the other self-organised groups and young members too) on the recruitment stall will show UNISON's commitment to LGBT+ equality in the workplace. Head over to the LGBT+ pages of the UNISON website, where there is a very handy LGBT+ calendar that will help you to get dates in your branches' diary. You could even try asking your employer if they will fly flags on their public buildings to celebrate pride month, or any of the days of visibility or even light up buildings or local monuments!

## **What is your regional LGBT+ group doing?**

We will be officially launching the year in February, make sure that you are on our mailing list, so you are the first to find out what is organised. Better still, pop along to our next meeting, say hello and help our committee formulate our plans for the year and taking motions to regional council to support our actions throughout the year.

## **The NHS Credit Union**

NHS Credit Union is **Your Credit Union**, it's a financial co-operative, owned by and run solely for the benefit of NHS staff and their families. We were set up in 1998, to grow a saving culture across the workforce and offer ethical lending, we currently have 24,000 members enjoying the benefits.

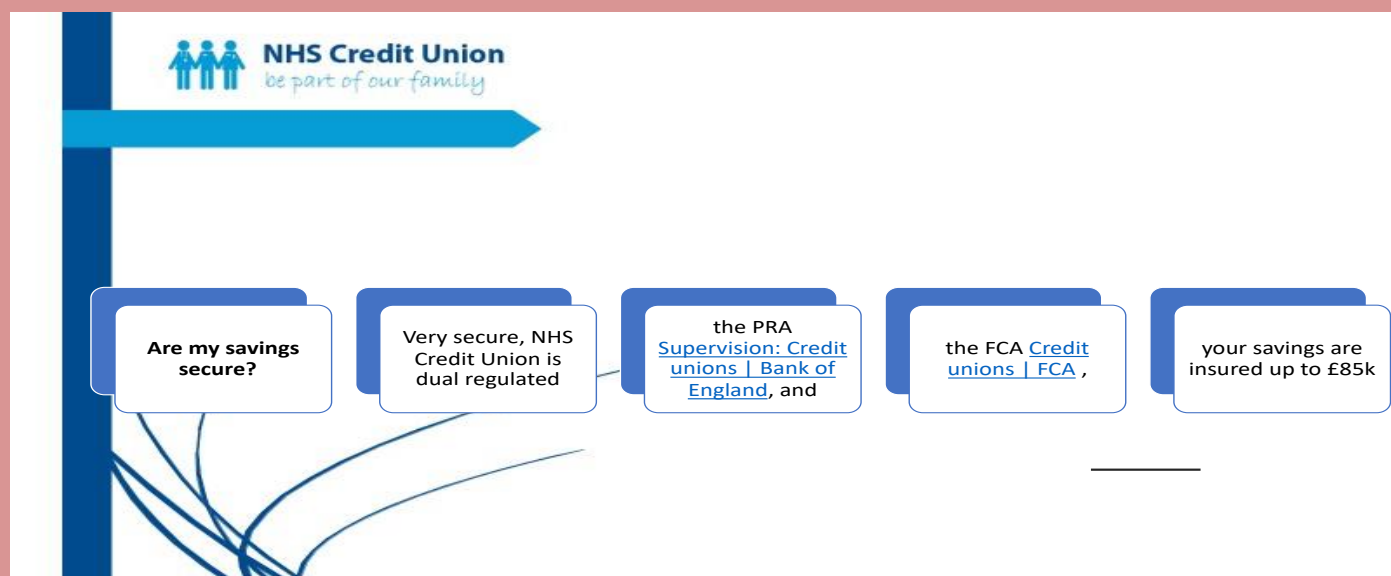
## Who is eligible to join?

All NHS staff members in our common bond (Shetland to Sheffield), currently working or retired and family members who live with them are eligible to join, including children and young people.

## What is our purpose?

The financial empowerment and wellbeing of our NHS staff and their families.

## Regulation & Protections (the same as a bank)



## The benefits of NHS Credit Union

The best benefit is your money will be working smart to help you, and while you are helping yourself, you will also be helping your family, colleagues, and friends. It's the simplest form of community wealth building. Membership is for life. Members enjoy, payroll deduction, instant access to their money (credit union app), and family members who live at your address are eligible to join (direct debit), even, children and young people (for the children you love, & they don't have to live with you).

## FREE LIFE PROTECTION

**In the sad event that a member dies, their family will be paid out a lump sum**

The value is directly linked to member's savings, so the more they save, the higher the payment. Up to a maximum of £5,000

**Their loan up to the value of £15,000 can be paid off**  
\*T&Cs apply

All profits made are returned into the credit union and are offered to members as an annual dividend, additional regular investment opportunities are also available. A Safe Harbour service for members requiring a higher level of confidentiality around their finances (taking back control from economic abuse). And Free life protection

**Easy to join - Just download our NIVO app Nivo | NHS Credit Union,  
More information is available here: <https://www.nhscreditunion.com/>**

## **Organising for LGBT+ Equality**

Scottish LGBT+ Committee and LGBT+ lead officers continue to formalise our communication strategy and plan for future events in a structured way. We are looking to coordinate Branches to work together for events and to work in a collaborative way to plan for events such as Pride and build a strong Scottish network. If you are a Branch LGBT+ or equality officer, please engage with us and we can support your local organising and add you to our database.

## **New Padlet of information and social media BizLink**

We have been working hard to reach as many members as possible to provide all UNISON Scotland LGBT+ information and factsheets for use in Branches and to use on your social media platforms.

To achieve this, we have created two new platforms for your use, a New Padlet designed to hold all our up to date information about the Regional Committee, who we are and how to get in touch with us, what we do throughout the year, and our most recent news, and links to important policies and guidance for members and activists.

We plan to update this Padlet regularly. If there is anything folks would like to see on the Padlet, please contact us directly.

Scan here for links to all our Social Media Platforms  
Including our padlet



‘Out in UNISON’ is only published three times a year, but you can get monthly updates direct to your inbox by signing up for our LGBT+ e-bulletin at:  
[unison.org.uk/out](http://unison.org.uk/out).