



# Annual Report 2017/18



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# Proud Statement:

PCS Proud is the voice of LGBT members of the PCS Union. Our members determined at our Annual General Meeting in 2015 that the term LGBT should be used to encompass all those who:

- Are not heterosexual
- Do not identify as the gender they were assigned at birth

Proud's work, as determined by members, is conducted by the PCS Proud National Committee on your behalf. This is a committee that is elected each year by our members. The work that the committee carries out is determined by motions to our Annual General Meeting and events that happen throughout the year.

**Issue 11 2018**

# LGBT matters

**FROM THE CHAIR**

## Proud – 2018 so far

The history of PCS Proud's work built on activism and self-organising from our predecessor unions through fighting ally discrimination, challenging Section 28, campaigning for LGBT rights in our workplaces. But the last decade has seen efforts on so much so that our campaigning predecessors have gradually ceased an and their idea, and one of the things that has had the biggest impact in the history of LGBT equality has been for much of the work Proud committee members have undertaken over the years.

The Labour Office instructions on facilities have affected many workplaces and because of a lack, Proud doesn't negotiate directly with the various employers, the union work is regarded as unfair facilities that because it doesn't directly affect members for several years, the Proud committee has organised and met outside working hours, usually at weekends, but in the last several changes for 'worktime' meetings to some students at the weekends of us are working at weekends. It also affects the work life balance for us.

It has meant that in the last year the committee has only been able to interact electronically, and not as a meeting meeting. That and our staff in the equality department have given notice and without support for the work of the officers and committee members since the year, but the meeting we have not been able to get together, because I don't want of working out, is the AGM.

It seems a something that will happen soon, but part of the work mean members participate, including how to shape Proud in the future and to be a success for LGBT members in the future years.

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**In partnership with**

**A Proud future**

Since the formation of PCS 20 years ago, Proud has been an active voice within our union to ensure the agenda of our union included LGBT equality issues.

Over the past few decades Proud LGBT members, and our ally, have helped the trade union movement gain the way on LGBT equality, making the way one of the great leaders on LGBT issues having previously been active within PCS, one of PCS predecessor unions.

Since our formation Proud has always remained membership, enabling the voice of LGBT members and ensuring our members on the agenda that they want to see within Proud and PCS.

Today the landscape for LGBT equality is very different to 1998, many believe that LGBT equality has been achieved and

**66** **No we look to the future ... the landscape for LGBT equality is vastly different to that in 1998**

that there isn't a case for the LGBT community to be organised or to campaign on this day in the year.

However, we recognise that for all the legal advances achieved, homophobic, biphobic and transphobic attitudes remain an issue in many workplaces and communities, as well as some continuing legal equality issues within the LGBT movement.

As we look to the future and facing these issues, Proud wants to ensure our tradition of

members leading the debate continues and also to make sure we can better involve members from across our union in carrying on the work of Proud.

At this year's annual delegate conference we will be launching a national survey of LGBT

members, LGBT and non-LGBT, to gauge what members want to see from Proud and how we can look forward to the barriers that prevent many members becoming involved in Proud and PCS equality work.

**PCS Public and Commercial Services Union | pcs.org.uk**

**Chair's Welcome**  
**Richard Jones**

*Dear Proud members,*

*I am really sorry we have been so late in getting our AGM ready for you this time around. It has been a difficult term this time around for the National Committee with so many posts having fallen vacant and having issues with the logistics of organising meetings, as they are held in your reps own time.*

*That said, the committee has undertaken some brilliant work. Seminar 2017 was attended by many new faces as well as regulars and included a brilliant photo campaign in support of one of our trans members.*

*Because we haven't worked as well as one of the equality structures, a survey was run across the summer to help the committee and future committees work better. Thank you to all of you who contributed in helping shape this.*

*We have again kept the PCS profile high at TUC LGBT+ Conference and at a number of the community based (rather than socially excluding, pink pound profit based) Pride events around the country.*

*Also thank you to all of you who also contributed to the Gender Recognition Act consultation (from the Westminster Government) on reforming this key legislation for our trans members and friends outside of PCS. It has been part of the work that the NEC have considered in shaping the PCS response to the consultation. Those of you who attended ADC 2018 will have seen the debate and may well have participated in it. It has been a matter that has led to some disagreements with some members and wholehearted agreement with others. The consultation will progress through Westminster, although the devolved legislatures will have their timetables on this which may differ and result in differing outcomes, so remains a piece of work that future committee members will need to keep watch on in support of our members.*

*Proud is a self-organising structure within PCS, so very much does depend on you, this is your AGM where you can submit motions to shape the work and rules of PCS Proud and for you to stand as a rep and take on one of the various roles that are described in this package. As an LGBT member in PCS you are the one with the voice and vote to make a difference in Proud with a motion, by standing for a post and by participating in the AGM.*

*I'd like to thank the outgoing committee for their work and support and thank you as members in advance for your involvement in this year's AGM.*

## Secretary/Bi Rep/Northern Rep Report Eddy Nixon

I was once again elected to the PROUD Committee at the 2017 AGM in Birmingham. I had hoped for an increase in attendance, but it was not to be. I know we continue to see a reduction in staff across government departments, but I still hoped that there would have been a good turn out to the AGM. The old stalwarts however were strong in their determination and enthusiasm; resulting in the election of the National Committee and the adopting of very pertinent motions which have been acted upon throughout the year.

I must admit, that due to family issues and changes of or increased work, many of us have had restrictions placed on our time and may not have been able to commit what we normally would have to our roles on the Committee.



Having said that, I personally continued to successfully oversee the re-energised Northern Region LGBT+ Network, which had a very productive year with successful events organized for LGBT+ History Month, Holocaust Memorial Day and Transgender Day of Remembrance to name a few. We both marched and staffed stalls at both Northern and Sunderland Prides and were also successful in winning the Northern TUC Equality Award for the work around and presentation of the Holocaust Memorial Day event at Regional Office.

We have also successfully made links to various LGBT groups within the Region and continue to look for opportunities to build further links in our outreach. The Proud presence was manifest in our taking part in the Pride Marches at both Newcastle and Sunderland Pride events, and we have already started planning for stalls at these and new Pride events in 2019.

I would like to thank everyone who contributed to the recent GRA consultation and to the Proud Survey. Your input is valued and will help in the production of PCS's response to the wider GRA Consultation and in how you see Proud and where you see it developing.

Again, I ask what can we do to encourage more members to take an active role in the work of Proud, whether that be attending the Proud AGM or PCS LGBT+ Seminar, serving as an elected representative, recruiting more members or just showing solidarity by handing out or passing on information to others? If I knew the answer to that I would be a very rich man. I realise that, unlike other equality strands, there are LGBT+ brothers and sisters out there who are not confident at this time to come out in the workplace. Past personal experience or knowledge of someone else's experience at coming out may have had an adverse effect on them and they may be afraid that those experiences may happen again when they chose to come out and confidently live the life they were meant to in a safe and secure environment.

So we, who are able, must continue to protect and support them. We must work, and sometimes fight, to change attitudes and gain acceptance. We must be seen. We must be approachable. We must be inclusive. We are not just LGBT+. We are Black. We are Asian. We are disabled. We are old. We are young. We are women. We are men. We are human, and until everyone acknowledges that basic fact, we will do all that we can to help the poor, support the weak, comfort

the weary, protect the vulnerable, challenge the unacceptable, campaign for our rights and fight the ignorant and bigots with truth and unity.

I talk from experience. I was at one time one of the ones who was reluctant to come out. But there was, and will be for you, a time when confidence is gained and you are ready to "stand up and be counted". There may be difficulties; it may be a slow process, but it will come. So I urge my fellow PROUD members, if you are ready, join us. Stand alongside us and work with us. Together we will defend the rights we have fought so hard to gain and fight for the rights that we still deserve.

### **Membership & Administration Organiser report** **Steve Griffiths**

There was a steady increase in PCS members joining Proud as either associate or full members.

However, there was a surge in membership requests when Proud members and reps called out a piece that was published by a Trans Exclusionary Radical Feminist grouping.

More and more members have been participating in Pride events and workplace activity at raising awareness of LGBT+ issues.

The future for Proud can be quite encouraging. With a steady increase of members, despite the lack of finances to help us operate as we previously did, there is a new layer of activists coming through and getting involved in defending LGBT+ rights when prejudice and intolerance read their ugly heads.

The challenge for Proud, as always, is that we remain current, active and the voice of LGBT+ members. Yes there may have been some improvement and awareness of Lesbian and Gay issues in the recent period but we are continuing to see the erasure of Bi, Pan and Ace members of society in addition to outright hatred and intolerance towards members of the Trans community. We must continue to fight these all the way.

I took the decision to take a step back from Proud's National Committee as I felt I could not be representative of a prominent trade union that I genuinely believed had acted, in part, in a way that disregarded the views and feelings/rights of our trans members.

I would like to take the opportunity to thank those who supported me over the years as Publicity Officer, Secretary and an Organiser of Proud. I intend to remain active in trade unionism and fight for real LGBT+ rights whilst also pursuing my study of the Welsh language so I can do a chant or two in Welsh on a demonstration in the future!

Diolch yn fawr,

Steve Griffiths

### **Campaigns & Communications Organiser Report** **VACANT**

**Learning and Regional Organiser/Scotland Region Annual Report 2016/17**  
**Kris Hendry**

It's certainly been a challenging time since our last AGM as both Organiser for Learning and Regional/Devolved Nations and as Regional Rep for our Scotland region.

Although our National Committee wasn't able to meet in the way we would have liked, we have continued to communicate and tried to identify opportunities to continue to promote and advance LGBT+ issues within PCS and beyond wherever possible.

Key points to note:

***LGBT History Month*** - For both 2017 and 2018 we worked closely with PCS Equality to produce materials, including posters, leaflets and photo cards, for workplaces, promoting LGBT equality and Proud among branches.

In Scotland, we worked with the PCS Scotland Regional Hub to organise a quiz night, raising funds to support the Time for Inclusive Education (TIE) campaign. Our events, with the additional support of branches, raised over £500 to support the ongoing efforts for LGBT+ inclusive education in Scotland.

***Annual Delegate Conference*** - Following a successful motion to our AGM in 2017, a motion on improving transgender equality was debated at Annual Delegate Conference in May that year.

I was extremely proud to move the motion, thanks to the support of my branch, in support of our members and the wider trans community. Although there was a call for remission, the motion was successfully carried and we have continued to discuss reform with the National Executive Committee following ADC 2017.

ADC that year also supported an emergency motion on the ongoing situation in Chechnya, sending our solidarity to our LGBT+ family facing daily persecution on a daily basis.

This year's ADC saw a range of LGBT+ related motions. Motion A18 discussed the Gender Recognition Act while A20 covered the increasing commercialisation of Pride.

In addition there were rule changes affecting Proud and our members, notably the agreement to amend PCS' rules to refer to LGBT+ members, ensuring our union becomes more inclusive of all sexual orientations and gender identities, and the introduction of reserved seats on the NEC for LGBT+ members.

***Marriage Equality*** - While attending the national austerity demonstration in London last year, we organised a photo opp in solidarity with our members in Northern Ireland who continue to campaign for same sex marriage rights in Northern Ireland.

PCS' Young Members' Committee also provided an article for an issue of LGBT Matters highlighting the ongoing efforts for marriage equality earlier in the year.

***Pride*** - We have helped to organise a presence at Pride events throughout 2017 and 2018.

Attendance has covered the majority of PCS regions and devolved nations, with Proud social media being used to target and build on engaging LGBT+ members and allies to support Proud and LGBT+ members.

**Seminar** - With support of PCS Equality Department we were able to build on our 2016 LGBT Members' Seminar, following its hiatus in 2015, to organise and hold our LGBT+ Members Seminar in November last year.

Built around a theme of 'Past, Present and Future - Campaigning for LGBT+ Rights', we were able to combine workshops with some excellent guest speakers, while also including networking opportunities for delegates, to build on members feedback from 2016.

Preparations for this year's LGBT+ Members' Seminar are currently ongoing ahead of Seminar on the 27th and 28th October.

**TDoR** - Following a sustained campaign, we worked with PCS Culture Group to support a member who was experiencing extreme transphobia in the workplace and at home.

As part of Trans Day of Remembrance last year, we helped to organise a vigil outside the members workplace to pay tribute as part of TDoR while also showing solidarity with our member.

**PCS Blog** - Throughout both 2017 and 2018 we have organised a range of articles for the PCS website, aimed at engaging and improving members awareness of LGBT+ equality issues.

Contributions were requested from members of Proud's National Committee, including Eddy Nixon on bisexuality, as well as Proud members, such as Jordan who wrote a piece on being ace in PCS following AGM's agreement to include aceity in our constitution, and Sarah who shared her experience of coming out as trans in her workplace.

**LGBT Matters** - We have continued to work with PCS Equality to produce LGBT Matters, the union's newsletter for LGBT+ members

**STUC** - We have been active within the Scottish Trade Unions Congress (STUC) LGBT+ Workers' structures, attending Conference in both 2017 and 2018 and also being elected onto the Committee at both Conferences, ensuring PCS' voice is heard as part of the wider Scottish trade union movement.

Conference motions have covered a wide range of issues, for 2017 our motions discussed the impending cuts across the Civil Service and their impact on the LGBT+ community and also tackling poor mental health. This year motions covered aceity as well as tackling international LGBT+ equality, utilising the upcoming European Championships in Glasgow.

Through our involvement with the Committee we have undertaken a programme of work to support LGBT+ workers across Scotland, this included surveying workers on hate crime in the workplace and agreeing a submission on behalf of the STUC to the Scottish Government consultation on the Gender Recognition Act which concluded earlier this year.

**TUC** - We have also been active within the TUC, attending the TUC LGBT+ Conference over the past two years where, despite our smaller numbers, elected delegates have been involved in the majority of debates at each Conference.

Motions put forward by our delegation have covered mental health first aid in 2017 and this year focussed on preparing for 2022 and the using the Commonwealth Games in Birmingham to tackle ongoing LGBT+ inequality across the Commonwealth.

Unfortunately for the past two years we have had no representation on the TUC's LGBT+ Committee, however we are hopeful that this situation will be remedied by the time of the AGM with a representative from PCS coopted onto the 18/19 Committee.

Moving forward we have a number of ongoing priorities for any incoming National Committee, including;

**Trans Equality** - As any potential reform of the Gender Recognition Act continues, we must continue to work with the NEC, and the wider TUC, to defend our trans members against rising transphobic hate and abuse.

We must also continue to press for the remaining recommendations of the 'Transgender Report' to build on existing equality and achieve improvements, including those who identify as non-binary and other identities out with the traditional male/female binary.



*Delegates at this year's Seminar supporting Trans Day of Remembrance and sending a message of solidarity to our member in the V&A museum.*

**Survey** - Our incoming National Committee will have members feedback from our current national Proud Survey. It's important that time is taken to consider our members views and look at how this feed into taking LGBT+ equality within Proud and PCS forward.

**Resources** - In previous years Proud, with PCS' Equality Department, has produced resources to support and educate members on the issues facing our community.

In recent years we've perhaps not been able to maintain this work, however as we look to build Proud and engagement from LGBT+ members part of this work will involve improving knowledge of Proud and the issues facing our members in the current climate.

Overall I believe our current National Committee has come through a challenging period successfully. I'd like to record my personal thanks to all of those who have supported Proud, whether it be attending an event, recruiting a member or just sharing one of our messages on social media.

I'd also like to thank the outgoing National Committee for their support as well as PCS' full time offices in the Equality Department and across our developing Regional Hubs who have helped Proud to better organise across the country.

**Kris Hendry**  
**Learning & Regional/Devolved Nations Organiser**  
**Scotland Regional Representative**

**Equality Leads Reports**  
**(not covered in other reports):**

**Women's Representative Report**  
**Vacant**

**Trans Representative Report**  
**Saorsa Tweedale**

In my role as PCS Proud Trans Rep, I have attended a TDoR demonstration outside the V&A Museum in London over their dismissal of a Trans Man who is a victim of extreme hate crime on their premises. This was alongside the national president and the assistant Secretary of PCS, and I was interviewed on London News.

I have attended a number of training events, either as the trainer, or as a guest speaker raising Trans Awareness, and debating the issues around GRA reform. I have helped parents of Trans children get recognition that the time off to attend appointments for their child is special leave and not annual or flexi leave as was the practice.

I've been to a number of sites helping individuals transition though working with management on getting the process and support right both for the person and their colleagues. I have also spoken on a number of motions at National conference in support of Trans recognition, and helping top set the PCs position on GRA reform.

I was part of the delegation to TUC LGBT+ conference, and have been put forward to the PCS nominee for both TUC LGBT+ committee, and Women's Committee.

**Disability Representative Report**  
**Tony Moore**  
Not received

**Black Members' Representative Report**  
**Vacant**

**Young Members' Representative Report**  
**Dean Davidson**  
Not Received

**Regional & Country Reports**  
**(Not covered in other reports):**

**North West Region Report**  
**David Greenall**

Due to a change of job and department (DWP to HMRC) in late March 2017 has resulted in limited activity including publicising Proud communications.

**Wales Region Report**  
**Mark Robinson**  
Not Received

**Northern ireland Region Annual Report 2016/17**  
**David Halliday & Gareth Lee**  
Not Received

**Yorkshire & Humber Region**  
**Vacant**

**Midlands Region**  
**Dean Davidson**  
Not Received

**Eastern Counties Region**  
**Vacant**

**London & South East Region**  
**Paul Gibson**  
Not Received

**South West Region**  
**Vacant**