

The voice of lesbian, gay, bisexual and trans members in the PCS



Public and
Commercial
Services Union

PCS PROUD Annual General Meeting **Saturday 12th March 2016**

Venue: **PCS Midlands Office, New Oxford House, 16 Waterloo Street, Birmingham, B2 5UG** from **2pm** sharp.

Office will be open from 1pm and the Standing Orders Committee will be available from then.

Due to budgetary constraints lunch will not be provided.

AGENDA

1. Announcements and apologies.
2. Election of tellers/scrutineers.
3. Adoption of standing orders and order of business.
4. Chair's address.
5. Guest speaker - Mark Serwotka, General Secretary of PCS (Q&A).
6. Adoption of minutes of the 2015 annual general meeting.
7. Presentation of the annual report (Q&A).
8. Presentation of the financial statement (Q&A).
9. Guest Speaker - Phyllis Opoku-Gyimah, Head of Political Campaigns & Equality of PCS (Q&A).
10. Motions 1, 2, 3 & 4.
11. Break.
12. Motions 5, 6 & 7.
13. Election update and call from the floor to fill vacancies.
14. Any other business.
15. Vote of thanks.

Nominations below were received/accepted by the SOC:

Officers:

Chair: Dorion Griffiths (elected unopposed)

Secretary: **Vacant**

Organiser (Membership & Administration):

Richard Jones (elected unopposed)

Organiser (Learning and Regional/Devolved Nations Networks Officer):

Kris Hendry (elected unopposed)

Organiser (Campaigns & Communications Officer):

Ste Hayward (elected unopposed)

Treasurer: Dean Fisher (elected unopposed)

Equality Representatives:

Bi-sexual Members: **Vacant**

Black Members: **Vacant**

Disabled Members: **Vacant**

Transgender Members: **Vacant**

Women Members: **Vacant**

Young Members: **Vacant**

Regional & Country Representatives:

Scotland: Kris Hendry (elected unopposed)

Northern: **Vacant**

North West: David Greenall (elected unopposed)

Wales: **Vacant**

Northern Ireland: David Halliday and Gareth Lee (job share elected unopposed)

Yorkshire and Humber: **Vacant**

Midlands: **Vacant**

Eastern Counties: **Vacant**

London & South East: **Vacant**

South West: **Vacant**

Other posts:

Standing Orders Committee: **Three (3) vacancies**

Auditors: **Two (2) vacancies**

As per our constitution, the Chair may call to fill the above vacancies from the floor.

If you intend to stand for a vacancy please ensure you have read the job description provided with the calling notice and if you have any questions please contact the secretary, Steven Heyward at secretary@pcsproud.org.uk, or email the equality department at equality@pcs.org.uk.

Motions

The following Motions were received and accepted by the Standing Orders Committee (SOC).

Motion 1 – Advocates

This AGM agrees that PCS and its structures need to adapt to face, head on, the myriad of attacks upon our members.

This AGM further agrees that the creation of the advocate role within our union is one way of delivering our organising agenda in a hostile environment.

This AGM agrees to amend the constitution as follows:

After Paragraph 15, insert:

Advocates

15a) Any PCS member who supports PCS Proud and the objectives of Proud can request to be a 'Proud Advocate'. Proud Representatives of each region, country or hub will be the point of contact for advocates in their area of responsibility. The role of the Proud Advocate will be broadly based on the PCS Advocate role but will change and adapt in accordance with the needs and priorities of the group.

Proposed by – Steven Heyward

Motion 2 – Closer Working

This AGM agrees that grass roots organising and campaigning is one way in which PCS Proud can deliver innovative and appropriate campaigns that defend PCS Proud Member's interests.

This AGM instructs the PCS Proud National Committee to carry out the following activities:

Work with regional/country representatives and seek to work with the PCS hubs to determine the viability of LGBT networks on a local/regional basis (where such networks don't already exist).

Deliver a training package to support members in organising at a grass roots level.

Create a terms of reference for branches that may want to set up LGBT networks.

Proposed by – Steven Heyward

Motion 3 – 2016 Devolved Elections

That this AGM recognises the success of the LGBT Charter during last year's General Election campaign.

This AGM also acknowledges that while it is important to campaign for equality in Westminster, where the majority of responsibility for equality law still rests, this AGM recognises the potential to enhance equality for our members and community through devolved parliaments and assemblies.

With regional elections due to take place across the country this year, this AGM recognises this opportunity to further the LGBT, and wider equality, agenda for our members.

This AGM calls on the Proud National Committee to:

- Liaise with PCS regional offices and other equality networks to consider and prepare a campaign on equality in each devolved area
- Call on candidates to pledge their support for Proud's LGBT Charter as established via the Proud website during last year's UK general election
- Prepare communications for Proud members to use to engage with local candidates to call for their support

Proposed by Kris Hendry

Motion 4 – Welfare Reform, The Living Wage and the LGBT Community

That this AGM recognises the threat to the LGBT community following the Chancellor’s announcement on welfare reform and introduction of a “living wage” following the UK budget.

The decision to remove entitlement to housing benefit for 18 to 21 year olds will disproportionately impact on LGBT youth based on higher instances of homelessness among LGBT young people due to family rejection, abuse and violence that many continue to experience due to LGBT phobia in society.

This AGM also notes that, despite public perception, the majority of the LGBT community earn less, on average, compared to non LGBT peers. This AGM welcomes any measure that increases earning for workers but it notes the Chancellor’s proposed “living wage” is merely an increase on the existing Minimum Wage, not a true Living Wage.

This AGM notes the decision to exclude 18 to 25 year olds does nothing to address inequality in earnings leaving many young, including LGBT, workers earning considerably less.

This AGM recognises the decisions taken by the Chancellor places many young LGBT people, including workers, in the potential position of choosing between staying in a dangerous, potentially violent, home or homelessness due to the lack of support or potential to earn enough to support themselves, as considered by the level of the “living wage.”

This AGM calls on the Proud National Committee to:

- Raise these concerns with the NEC, calling on them to highlight the impact of welfare reform and the “living wage” on LGBT members and the wider community
- Call on the TUC LGBT Committee, and regional related structures, to highlight the impacts of welfare reform and the “living wage” on LGBT

members and the wider community among affiliates and the general public

- Lobby elected national and devolved representatives to raise this AGM's concerns to encourage discussion highlighting these issues and possible measures that could be considered to lessen their impact on LGBT individuals

Proposed by Kris Hendry

Motion 5 - Transgender Equality, Support and Legislation

That this AGM recognises and welcomes the publication of the House of Commons Women and Equalities Committee's "Transgender Equality" report.

This AGM also welcomes the recognition of ILGA-Europe last year regarding the UK's position on LGBTI equality, naming Scotland as the best country in Europe overall for LGBTI equality. However while welcoming this news, this AGM also recognises ILGA-Europe identified a number of areas for improvement, notably on Trans and Intersex rights.

This AGM therefore supports the recommendations of the "Transgender Equality" report to help improve the lives of our transgender, intersex and non binary members and the wider community.

This AGM calls on the Proud National Committee to:

- Prepare and issue a briefing to members supporting the report's recommendations and publish via email, Proud website and social media
- Prepare a campaign to help members contact their elected MP and devolved representatives calling for the implementation of the report's recommendations
- Call on appropriate TUC, and regional structures, to support and publicise the report and Proud's campaign more widely

Proposed by Kris Hendry

Motion 6 - LGBT Inclusive Education

This AGM recognises the potential benefits of introducing LGBT inclusive education in schools to challenging anti LGBT attitudes. That this has the potential knock on effect to improve LGBT attitudes in society, including in the workplace, by normalising equality at a young age for future generations..

This AGM recognises and supports the work of the Time for Inclusive Education (TIE) Campaign in raising this issue in Scotland, including in the Scottish Parliament and believes its aims should be mirrored throughout the UK education system through organisations such as Schools Out.

This AGM calls on the Proud National Committee to:

- Prepare a briefing for members and issue via Proud website and social media supporting calls for the creation of an LGBT inclusive education and the potential benefits for members
- Use Proud website and social media to highlight and show support for the TIE campaign, Schools Out and similar regional campaigns that work for LGBT inclusive education across the UK
- Call on the TUC to support the introduction of LGBT inclusive education across the UK

Proposed by Kris Hendry

Motion 7 - International LGBT Rights

This AGM welcomes the advances in LGBT rights seen around the world in the last twelve months.

However it also recognises and condemns the continuing situation in the number of countries that continue to victimise and penalise their LGBT citizens through anti LGBT laws and LGBT phobic rhetoric of those in charge.

This AGM supports the formation of the All-Party Parliamentary group on global LGBT rights last year and its potential to help advance LGBT equality around the world.

This AGM calls on the Proud National Committee to:

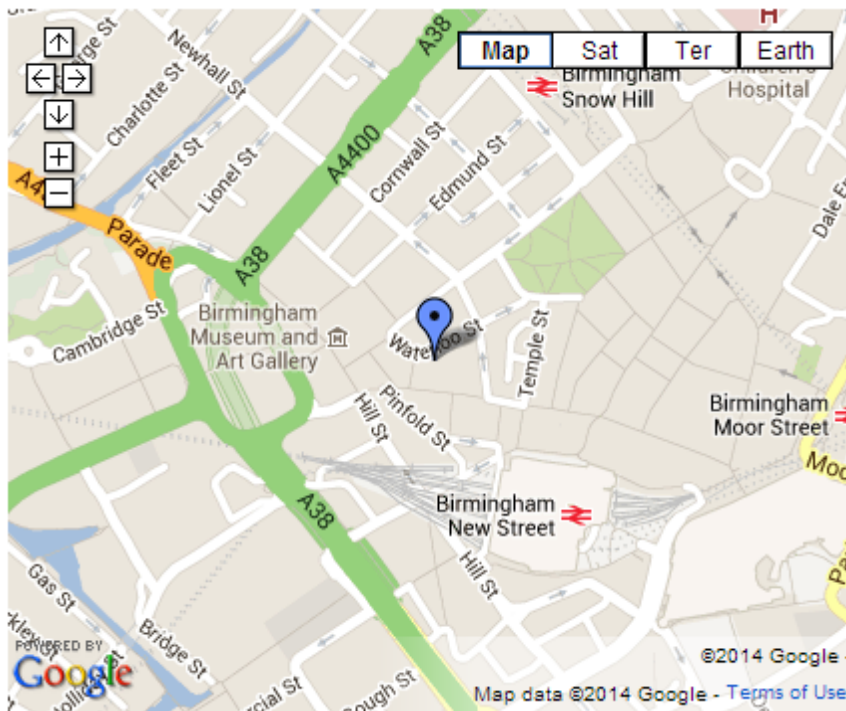
- Highlight the APPG and its work using LGBT Matters, Proud website and social media
- Engage with the APPG, providing input on behalf of Proud and its members, and
- Encourage members to support the APPG's work and provide their own input to the Group

Proposed by Kris Hendry

Directions to PCS Birmingham

New Oxford House, 16 Waterloo St, Birmingham, B2 5UG – 0121 643 4342

A map is provided below for PCS Midlands and there are maps on the PCS website.



Car Parking

There is only one metered car park on Waterloo Street. Spaces are very limited but useful if you hold a blue badge.

Therefore you may wish to consider using the NCP car parks, which can be found on Snow Hill Station and are pay and display.

New Street Station or the Town Hall car park, known as the Cage (Brunel St, Birmingham, B5 4AF).