

Our ref:

LGBT+/ 01 2021

When telephoning
please ask for:

Suzanne Moores-Gould
08000 857 857
s.moores-gould@unison.co.uk



Saturday 9th January 2021

To: **UNISON North West Branch Secretaries**

CC: **UNISON North West Branch LGBT+ Officers**
UNISON North West Branch Equality
Coordinators

Regional Centre
Arena Point
1 Hunts Bank
Manchester
M3 1UN

Tel: 08000 857 857
Fax: 0161 661 6710
www.unisonnw.org

Please note that calls may be recorded for security / training purposes

Colleagues,

UNISON North West LGBT+ Group Open Meeting

The next UNISON North West LGBT+ Group open meeting will be held on Saturday 30th January 2021 from 1100 hours to 1230 hours online via Microsoft Teams.

The meeting is open to any UNISON member who self defines as lesbian, gay, bisexual, trans or within the LGBT+ umbrella and is in a branch based in the North West Region.

There are a few roles which have become or remained vacant since our AGM and we welcome nominations to fill those positions. A list of roles and descriptions of those roles are attached. The deadline for returning nominations is Midday on Friday 22nd January 2021 and should be sent to Adam Hodgson by email (a_hodgson@hotmail.com).

Please register for the event via Eventbrite below and a link to the meeting as well as paperwork will be sent out closer to the date.

<https://www.eventbrite.co.uk/e/unison-north-west-lgbt-group-open-meeting-tickets-135936077467>

Members are encouraged to join our mailing list by completing the online form at <http://www.unisonnw.org/lgbtsubscribe> and follow us on social media,

www.twitter.com/unisonnw_lgbt
www.facebook.com/unisonnw_lgbt
www.instagram.com/unisonnw_lgbt

We look forward to seeing you at the meeting.

With kind regards

Adam Hodgson
Co-convenor – UNISON North West LGBT+ Committee



**UNISON NORTH WEST LGBT+ SELF ORGANISED GROUP MEETING
TO BE HELD ON SATURDAY 30TH JANUARY, COMMENCING AT 11AM
ONLINE VIA MICROSOFT TEAMS**

A G E N D A

- 1. Introduction to the Regional LGBT+ Group**
 - Welcome, Introduction and Apologies
 - How our Regional LGBT+ Committee and Self Organised Group works
- 2. Minutes of the last meeting and matters arising**
 - Note the minutes of the Annual General Meeting held on 26th September 2020
 - Matters arising from the last meeting
- 3. Elections**
 - To elect to vacant positions on the Regional LGBT+ Committee
 - To note/co-opt representatives to other bodies and groups
- 4. Officers Reports**
- 5. Campaigning for LGBT+ Equality**
 - Reviewing and agreeing our draft plan
- 6. Any Other Business**
- 7. Future Meetings**
 - Thursday 20th May, 1800 hours start
 - Saturday 5th September (AGM), 1100 hours start
 - Training Day Saturday 27th March, 1100 hours start
 - Training Day Saturday 3rd July, 1100 hours start



MINUTES OF THE UNISON NORTH WEST LESBIAN, GAY, BISEXUAL, TRANSGENDER PLUS (LGBT+) GROUP ANNUAL GENERAL MEETING HELD ON SATURDAY 26TH SEPTEMBER 2020, COMMENCING AT 1030 HOURS ONLINE VIA MICROSOFT TEAMS

26 - Members Present:

[Chair] Adam Hodgson (AH), Adam Williams (AW), Amanda Fisher (AF), Asha Wolfe-Robinson (A), Carl Philips (CP), Claire Best (CB), Dave Merchant (DM), David Pope (DP), Donna Hollett (DH), Eileen Best (EB), Gina King (GK), Jasmin Fernley (JF), Joanna Earle (JE), Joe Spears (JS), John McSwiggian (JMS), Kelly Haworth (KH), Kevin O'Neill (KO), Laura Heaton (LH), Lee Clayton (LC), Liam Crawford (LCD), Loretta Burns (LB), Molly Pendleton (MP), Neil Adams (NA), Paul Ahman (PH), Ray Burns (RB), Simon Jones (SJ).

4 - Apologies Received:

Ian Craig, Leigh Fredson, Kevin Gaskell-Clow

1 - In Attendance:

Guest Speaker - Marcus Jones (MJ) – Co-Chair, LGBT+ Labour North West

Order of Business:

1. Welcome and Apologies (10:30)
2. Guest Speaker – Marcus Johns, Co-Chair, LGBT+ Labour North West (10:35)
 - 2.1. Question & Answers for Marcus Johns (10:45)
3. Minutes of Annual General Meeting held on 7th September 2019 (11:00)
4. Matters Arising (11:05)
5. Election of the LGBT+ Committee (11:10)
6. Election of North West TUC LGBT Committee Reps (11:15)
7. Motion – Digital Organising (11:20)
8. AGM Annual Report (11:30)
9. National LGBT+ Conference (11:45)
10. Any Other Business (11:55)
 - 10.1. Sports and Social
 - 10.2. Round Robin of all the attendee's

1. Welcome:

[Chair] (AH) Welcomes everyone, thank you very much for attending this our first virtual UNISON North West LGBT+ Annual General Meeting for 2020.

2. Guest Speaker – Marcus Johns, Co-Chair, LGBT+ Labour North West:

[Chair] (AH) Welcomes Marcus Johns.

(MJ) I was looking at your annual report last night and I think you know I would reflect that it's been such a difficult and disruptive year in organising across the Labour movement and so as Adam said I'm Marcus Johns. I'm one of the Co-Chairs of LGBT+ Labour NorthWest and I'm also a councillor on Manchester City Council.

I thought I'd just mentioned three key things but in terms of broad areas. One is about kind of what we've been doing since January 1st. A little bit about this sort of new online worlds that we're all inhabiting. It's been the strangest of years as it did start with a humongous defeat for the Labour Party and the Labour Movement and we were launched into a new Labour Leadership Challenge which was, as you know very intensive and took up almost all of the organising time that we would have otherwise had. We were able to hold our very first LGBT+ Labour Leadership Hustings in Manchester and we had our ten pledges that Labour outlined for the Leadership and Deputy Chief candidates.

Then the Pandemic went Global and lockdown came. We had to very quickly change the way that we were all organising. You know all of the pride events were cancelled. It did affect the work that we normally do. One of the things that we have been doing over this time is making submissions to various bodies and inquiries about the effects that the lockdown. Particularly to the effects, it has had on LGBT+ people and our community. From things like isolation and young people being stuck at home in families that don't welcome them.

So much of our community is place-based, in a way that I think straight and cisgender people don't often understand. Then thinking about our campaigning we ran our petition to MP's on delivering progressive reforms the gender recognition act and fantastically we had thousands of people signing up from all corners of the country and writing to their MPs.

One of the things that we did do as this year that I would recommend people have a look at is we pulled these our fabulous Youth Officer Jack Lubner pulled together some stories from young LGBT+ people which was about their experiences and trying to build the case for Gender Recognition Act (GRA) reform. An LGBT+ inclusive sex and relationship education and I think those storeys and the human element of it, is really powerful in what can often be a kind of a depersonalised debate about our rights.

Another thing just to highlight is that we've also submitted to LGBT Labour to the Labour Party to start an inquiry about the cultural problems within the Labour Party and the kind of toxicity that many of our members and its LGBT+ members have felt. Thinking about what to do in the fight ahead. You know how very sadly or frustratingly and I'm sure much of us feel a lot of anger about the government scrapping GRA reform this week.

One of the things that I will say on that is that we haven't given up the fight just yet and we think that there's still a chance to obtain it in this parliament. So we will be working and encouraging Labour MP's and also working with the Parliamentary Labour Party (PLP) in particular, but we do need to think that the GRA reform is just one part of the fight, for Trans people's rights and equality.

We can't lose sight of the need for high-quality healthcare public education and acceptance about gender and gender identity's and recognition of non-binary identity's both in law and in the public knowledge just to name a few concerns. Another thing that I think we need to tackle is getting our own house in order. A large challenge in the Labour movement and particularly in the Labour Party about the prevalence of Transphobia and I

think that the acceptance of really poor language that is anti LGBT+ that goes unchecked and unchallenged both in on social media and in what are supposed to be our safe spaces.

I think we have a fight in terms of winning every corner of the Labour movement round to realise that we all share the same struggle for quality, success, opportunity, freedom and protection. One of the things that happened this week was the recent TUC motion supporting trans & non binary rights and condemning anti trans campaigns. I think for the entire Labour movement and the LGBT+ movement within that it has provided a real kind of boost and a sort of sense of strength and solidarity. If anybody on the call was involved in that you massive thank you.

It highlights a really big and overlooked element of LGBT+ history in this country. In the role that trade unions have played not just in their own work but also in driving the Labour Party forward on its LGBT+ policy. I think we shouldn't forget that and hopefully the TUC motion will also push the party machine and the party leadership forward.

Similarly I think it's really worth thanking UNISON particularly in the GRA reform consultation there were only two bits of the Labour movement that were mentioned as having kind of galvanised their members to submit their own responses to the consultation. LGBT+ Labour and UNISON and a massive thank you everybody.

I think it was really important over 70% of responses to the consultation were in favour of reform. You know obviously that highlights just how ridiculous it is for the government to pull back on it but is an important moment and we are hoping that the discussion and the sense of strength and feeling in favour of reform, was very clear from Unison and also from LGBT+ Labour on behalf of the Labour movement.

So in terms of moving forward we need to kind of come together and galvanise our memberships across all of the Labour movement. To keep up the pressure on members of parliament, particularly on GRA reform and then trying to bring forward amendments for whatever does come forward. Winning things like non binary recognition. You know that's eminently possible and even if we lose pushing it to a debate and a vote in the House of Commons. Gives better articulation from members of parliament standing up and telling, trans people's stories and standing up for their rights. I think will be really big important moment for our movement.

On the broader movement, you know there are so many areas where LGBT+ people and the whole community still have common struggles. There's just a few things that I thought I'd mentioned that are coming up at the moment. Access to healthcare and the prep trial is about to end and it's still not clear, what's going to happen come the 12th of October. In our fight against HIV transmissions, social care system and housing for older people.

Often LGBT+ people are let down and we need to provide a healthy environment for LGBT+ people to grow old and celebrate their lives.

On the plus side we've seen broadly the successful roll out of LGBT+ sex relationship education, on the curriculum this year and Wales is rolling it out too. It's been really positive we need to drive that, but in all of the UK's nations and regions.

Looking abroad we've still got solidarity to feed into those international fights. Including the fight back against anti LGBT+ regimes in places like Poland and Hungary. You may have

seen that there have been protests in Manchester at the Polish embassy. Against those kind of anti LGBT+ policies and the LGBT+ free zones. That our comrades in Poland and Hungary are facing. We will always continue to fight hate crime and discrimination. Whether that's in school's, at work, on the street's. Because that hasn't gone away and we still have a lot to do.

Finally I saw on your agenda that you were talking about digital campaigning later. I think the main challenge on the one hand is that you know you've got issues around the over reliance on social media for political debate. How that kind of introduces a lot of toxicity into the way that LGBT+ rights and equality is discussed.

I think it's that's especially a concern for trans people and the kind of stream of hate online and the efforts of very prominent people in this country and around the world seeking to divide, feminism and LGBT+ movements. Feeding this feeling of kind of "culture wars". Equally there are positive things and so many spaces where LGBT+ issues are discussed. Events that are Hosted in London and you know you have to pay for a train ticket to go down there or in the northwest. Meetings in Manchester or in Liverpool and they aren't so accessible, to so many people and the advent of being able to do this from, your living room and from your dining room. I think is really important that Accessibility of the space and the solidarity in the communities that we do have.

I think something else that we've certainly notice is the ability to attend meetings when you might not be comfortable, with your sexuality or gender identity. You don't necessarily want to sit you know in a meeting with other people. So you can come to meeting online and you can sit with your camera off. I mean obviously, there are questions about security but you don't always have to reveal your real name to everybody that's there. I think it's a step forward particularly with young people struggling with identity's and being able to access those spaces and taking part in the political discussions.

I'm wrapping up but thank you so much for having me and I think you know one of the things that I'm I reflected on. I certainly think as LGBT+ Labour in the North West there's more we could have done. Over lock-down and more we could have done since pandemic arrived to engage both with our members and also with the unions. I was really glad to be invited and to be able to put that right slightly and you know. I welcome any ideas on how we can work together in that common fight.

3. Minutes of Annual General Meeting held on 7th September 2019:

[Chair] (AH) Presented a run-through of the minutes of the 2019 AGM.

The minutes where agreed to be accurate.

4. Matters Arising from Minutes:

[Chair] (AH) Welcomed any Matters Arising from the Minutes.

No Matters Arising where raised.

5. Election of the LGBT+ Committee:

[Chair] (AH) Informed the AGM of the committee roles up for election this year. The following seats where pre-elected as they were all unopposed.

POSITION	NAME OF NOMINEE (With nominee's approval)
CO-CONVENOR (GENERAL SEAT)	Adam Hodgson

CO-CONVENOR (WOMENS SEAT)	Ceri Lewis-Shaw
TREASURER	Ray Burns
PUBLICITY OFFICER (Representative to the Regional Publicity and Campaigns Committee)	Laura Heaton
EDUCATION OFFICER (Representative to the Regional Learning and Organising Services Committee)	John McSwiggan
WOMEN'S OFFICER	Molly Pendleton and Kelly Haworth (job share)
BI MEMBERS OFFICER	Amanda Fisher
SPORTS AND SOCIAL OFFICER (Representative to the Regional Sports and Social Committee)	Adam Williams
HEALTH AND SAFETY OFFICER (Representative to the Regional Health and Safety Committee)	Dave Merchant
WELFARE OFFICER (Representative to the Regional Welfare Committee)	Claire Best and Andrew Henshall (job share)
DISABLED MEMBERS OFFICER (Elected for a one year period)	Donna Hollett
SECRETARY (Elected for a one year period)	VACANT

[Chair] (AH) There are also a few areas where we can elect positions on via the committee and we also can coopt those positions if we can't fill them, they are:

The Regional Energy Service Group
The Regional Water, Environment and Transport Service Group

If there is anyone that would like to fill these positions, then please e-mail the group.

Note from (JMS) Welcome to all the new people on the committee, it's nice to see so many new people taking part. The members of the committee will be running a training session for the new members. We will send out a Doodle Poll to work out the best date for people to attend.

6. Election of North West TUC LGBT+ Committee Reps:

[Chair] (AH) The group is awaiting the election proposals from the TUC, to see how many places we can elect this year. If there is anybody that would like to be considered for one of the roles, then please contact the group via e-mail.

7. Motion – Digital Organising:

NAME OF PROPOSER: Adam Hodgson
BRANCH: UNISON Merseyside Police Branch

NAME OF SECONDER: Donna Hollett
BRANCH: UNISON Knowsley Branch

MOTION / CONSTITUTION AMENDMENT TITLE: Digital Organising

MOTION / CONSTITUTION AMENDMENT TEXT:

Digital organising has become an essential function of trade union democracy and activity since the start of Covid-19 lockdown. Some of the barriers that people thought existed when it comes to working from home, video calling and virtual meetings have been reduced with the use of technology, but we recognise that more can and needs to be done including implementing reasonable adjustments for those who need them and to ensure digital inclusion for all.

It is acknowledged that digital organising does not replace physical organising, but when used together can enhance the participation rates of meetings and events.

A number of Pride events have taken place online with a different emphasis on engagement and celebration and those that have been successful this year will likely be replicated.

The UNISON NW LGBT+ Group resolves to:

Work towards all future meetings retaining an online, remote access function to increase and improve engagement where possible.

Explore taking our training and educational awareness events online, improving access to colleagues from across the region and allowing for reuse of training sessions where appropriate.

Develop our organising capacity to enable us to respond to and engage with Pride events in an online and virtual space as well as physically.

The motion was discussed and passed unanimously.

8. AGM Annual Report:

The Annual Report was discussed and agreed unanimously.

9. National LGBT+ Conference:

The National LGBT+ Conference will be going virtual for 2020. Members will see articles for registration for LGBT+ Live!

It will take place at the same time the original conference 13th, 14th & 15th November.

There will be guest speakers, regional meetings and workshops. This year you will have the opportunity to attend every workshop.

UNISON NW will also be running a Social and a Quiz Night.

<https://www.unison.org.uk/events/lgbt-live/>

10. Any Other Business:

(LH) Social Media

UNISON NW LGBT+ Group is happy to re-tweet planned events to gain greater coverage. If you tag the group in on Facebook, Twitter or Instagram with [@UNISONNWLBGT](#)

(AW) Sports and Social

Adam was organising a Post-CoVid lockdown get together for the end of the year. That has been postponed due to lockdown and lockdown 2.0. If you have any ideas of what you would like to do please contact Adam.

(JMS) suggested the possibility of a Christmas Online Quiz for the group.

(AH) Thanked everyone for their attendance and hard work throughout the year and closed the meeting.

NOMINATION FORM
UNISON NORTH WEST LGBT+ COMMITTEE



NAME OF PROPOSER: _____

BRANCH: _____

POSITION	NAME OF NOMINEE (With nominee's approval)
CO-CONVENOR (WOMENS SEAT)	
SECRETARY (Elected for a one year period)	
YOUNG MEMBERS OFFICER (Elected for a one year period)	

**Please return to: Adam Hodgson (a_hodgson@hotmail.com) by Midday on Friday
22nd January 2021**

UNISON North West Regional Lesbian, Gay, Bisexual and Transgender + Member Committee

Committee elections and officer positions

Elections for committee officer positions are held annually at the Annual General Meeting of the UNISON North West Regional LGBT +Committee.

At the Annual General Meeting held in November 2010 the committee resolved that officers would be elected for a two year term, therefore half of the committee positions are elected to each year.

The committee is made up of the following positions:

Elects in Cycle 1

- Co-convenors (x2 at least one must be a woman)
- Treasurer
- Publicity Officer
- Education Officer
- Women's Officer
- Bi Member's Officer
- Sports and Social Officer
- Health and Safety Officer
- Welfare Officer

Elects in Cycle 2

- East Organising Officer
- West Organising Officer
- Secretary
- Labour Link Officer (must be a levy payer)
- Trans Members' Officer
- Black Members' Officer
- Disabled Members' Officer
- Young Members Officer (under 27)
- Retired Members Officer
- International Officer

Representatives to National, Regional and Service Group Committees

Elects in Cycle 1

- Higher Education Service Group
- Healthcare Service Group
- Energy Service Group
- Water, Environment and Transport Service Group
- Community and Voluntary Service Group

Elects in Cycle 2

- National LGBT+ Committee Representatives (x2 at least one must be a women)
- Regional Council Representatives (x2 at least one must be a women)
- Regional Committee Representative
- Local Government Service Group
- Police and Justice staff Service Group

The AGM also elects the Regional Delegates to represent the committee at the annual National LGBT+ Conference.

The AGM also elects delegates to the Regional TUC LGBT Committee.

A description of each officer role is described overleaf along with a description of role elected delegates play on these groups on behalf of the committee.

Co-convenors

- To chair Committee/Group meetings in accordance with the Self Organised Groups constitution.
 - To ensure proper conduct of the Committee's/Groups business.
 - To agree the agenda for meetings.
 - To provide leadership and ensure that all functions of the Committee/Group are carried out.
 - To advise officers and group members in respect of matters relating to procedure and interpretation of rules.
 - To communicate with the union's Regional and National officers on behalf of the Committee/Group.
 - To ensure that the Committee/Group is aware of opportunities to participate in the activities of the wider union.
 - To co-ordinate all the Committee negotiations and Industrial Relations matters.
 - To act on behalf of the Committee between meetings.
 - To represent the Committee on other related Committees, Regional Council, Working Groups and at regular meetings with the Regional Secretariat and Regional Staff.
 - To attend conferences / seminars on issues related to Committee's business and development.
 - To co-ordinate the production of the Annual Report.
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Secretary

- To support the Co-convenor in arranging and booking meetings and events on behalf of the Regional LGBT+ Committee.
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 - To liaise with the Co-convenors and regional staff in ensuring committee papers including calling notices, nomination forms, agendas and minutes are circulated in line with the committee's constitution.
 - Taking minutes of all Committee Meetings and Sub-committee meetings.
 - Supporting the Publicity Officer in ensuring regular communications with members and the wider public on the committee's events, campaigns, negotiations and activities.
 - Maintaining the Committee's mailing list.
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Treasurer

- To lead on financial matters on behalf of the Regional LGBT+ Committee, advising committee officers in respect financial management and appropriate expenditure.
- To liaise with regional staff regarding financial matters on behalf of the committee.
- To assist the committee in maximise funding streams available including Regional Pool Bids, the General Political Fund and sponsorship.
- To provide regular financial reports to the committee in liaison with regional staff and produce a written Annual Report for the AGM.

East and West Organising Officers

- To Deputise for the Co-convenors at both internal and external events.
- To contribute to the development of the annual Regional SOG Committee Action Plan and General Political Fund Bid.
- To co-ordinate recruitment and campaigning activities within the sub-regions as outlined in the Regional SOG Committee Action Plan.
- To liaising with Branches and other organisations in order to widen participation of UNISON members in the group's activities within the sub-regions.
- Work with Branches within the sub-regional area in developing Self Organised Groups and their negotiating and bargaining activities regarding equality as appropriate.
- To recruit and organise a team of activists to support the sub-regional work which has due regard to proportionality.
- To provide regular reports to the committee and produce a written Annual Report for the AGM.

Bi Members' Officer

- To work with the Co-Convenors and regional staff to ensure that Bi-members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of bi members in the activities of the Union at National, Regional and Branches levels.
 - To represent the Committee at bi specific events/forums.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Black Members Officer

- To work with the Co-Convenors and regional staff to ensure that black members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of black members in the activities of the Union at National, Regional and Branches levels.
 - To attend the regional Black Members Self Organised Group and identify opportunities for the committee to work collaboratively on shared issues/campaigns.
 - To represent the Committee at black community specific events.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Disabled Members Officer

- To work with the Co-Convenors and regional staff to ensure that disabled members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of disabled members in the activities of the Union at National, Regional and Branches levels.
 - To attend the regional Disabled Members Self Organised Group and identify opportunities for the committee to work collaboratively on shared issues/campaigns.
 - To represent the Committee at disability specific events.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Education Officer

- To work with the Regional Education and Training Officer to review the Equalities content and context of education and training provision and materials.
 - To work with the Committee to identify both the Committee's/Group's and individual educational and training needs and to work with the Regional Education and Training Officer to co-ordinate such provision.
 - To assist in securing paid time off for training where appropriate.
 - To publicise through the Branches and the Region the range of education and training opportunities and resources that are available to members.
 - To represent the Committee/Group on the Regional Education and Training Committee.
 - To update the Committee/Group accordingly.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Health and Safety Officer

- To increase the awareness of Committee/Group members of health and safety issues.
 - To advise the committee on health and safety issues arising in its work and to recommend policies and safe working practices.
 - To maintain contact with the region and regional service groups, through attendance and participation at the Regional Health and Safety Committee.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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International Relations Officer

- To help develop union policy on international issues at regional and branch level.
 - To provide a link between the union and the wider community on international issues.
 - To organise Awareness Sessions, working with the Education and Training Officer, to encourage members to be active in the Trade Union movement and participate in international issues and initiatives.
 - To represent the Committee/Group on the Regional International Relations Committee.
 - To attend any conferences/seminars on international issues that has arisen during the Committee meeting cycle.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Labour Link Officer

- To explain and develop the role of the UNISON Labour Link within the Self Organised Group.
 - To receive correspondence and information on Labour Link matters from national and regional levels and from the Labour Party and to circulate information to Labour Link members of the Self Organised Group.
 - To liaise with the Labour Link regional political officer.
 - To promote political education and policy discussions.
 - To build campaigning work around key issues and co-ordinate campaigns with the Labour Party in council, Westminster, Scotland, Wales and European elections.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Publicity Officer

- To help support UNISON's national and regional campaigns and assist with efforts to recruit new members.
 - To help create a positive image for the Self Organised Group among members, potential members and the public.
 - To produce Self Organised Groups news-sheet "Rainbow" for distribution to members.
 - To lead on the development of electronic communication with members' email, web, etc.
 - To monitor local media for stories which affect the Self Organised Group and take appropriate action.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Sports and Social Officer

- To develop a range of inclusive events for members of the Self Organised Group throughout the year to encourage members to participate in joint social activities.
 - Ensuring venues for social events are accessible for all members.
 - Publicise all social events to Committee and Group members.
 - To attend the regional Sports and Social Committee on behalf of the Self Organised Group.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Trans Members' Officer

- To work with the Co-Convenors and regional staff to ensure that Trans members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of Trans members in the activities of the Union at National, Regional and Branches levels.
 - To represent the Committee at Trans specific events/forums.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Welfare Officer

- To receive correspondence and information on UNISON Welfare matters and services from national and regional levels and to circulate information to members of the Self Organised Group.
 - To ensure that members seeking welfare assistance receive a prompt, supportive and effective response.
 - To liaise and co-ordinate with regional and national levels to ensure that UNISON Welfare support is provided effectively.
 - To develop and implement local welfare activity.
 - To develop links with local charities and sources of support such as Citizen's Advice Bureau and women's refuges.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Women's Officer

- To work with the Co-Convenors and regional staff to ensure that women members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of women members in the activities of the Union at National, Regional and Branches levels.
 - To attend the regional Women Members Self Organised Group and identify opportunities for the committee to work collaboratively on shared issues/campaigns.
 - To represent the Committee at women specific events.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Young Members Officer

- To work with the Co-Convenors and regional staff to ensure that young members access all services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of young members in the activities of the Union at National, Regional and Branches levels.
 - To attend the regional Young Members Forum and identify opportunities for the committee to work collaboratively on shared issues/campaigns.
 - To represent the Committee at young people's specific events.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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Retired Members Officer

- To work with the Co-Convenors and regional staff to ensure that retired members access all appropriate services of the union both at Regional and Branch levels.
 - To work with Committee members and Branches to develop strategies for increasing the participation of retired members in the activities of the Union at National, Regional and Branches levels.
 - To liaise with the regional Retired Members Committee and identify opportunities for the committee to work collaboratively on shared issues/campaigns.
 - To represent the Committee at retired member specific events.
 - To provide regular reports to the committee and produce a written Annual Report for the AGM.
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All committee officers are expected to undertake actions identified in the Regional Action Plan and for supporting recruitment and campaigning activities.

Representatives to National, Regional and Service Group Committees

National LGBT+ Committee Representatives

LGBT+ self-organisation at a national level is co-ordinated by the national committee. There are two seats for each regional LGBT+ group on the committee, plus seats reserved for bi and trans members, and for black and disabled LGBT+ members. The national LGBT+ committee is a recognised part of the union structure and works with other national committees, such as the national executive council and national negotiators, to ensure our rights are being taken up in every forum.

- To represent the views of the regional LGBT+ group at the National LGBT+ committee
- To attend all meetings of the National LGBT+ committee including the policy weekend usually held in March.
- To work with the Co convenors to ensure the regional LGBT+ group is working to the National action plan.
- To chair the regional delegates meeting at National LGBT+ conference.
- To help support UNISON's national and regional campaigns and assist with efforts to recruit new members.
- To ensure the regional committee is kept apprised of the work being carried out on a national level.
- To ensure the regional group participates and is represented at all appropriate national events.
- To provide regular reports to the committee and produce a written Annual Report for the AGM.

Regional Council Representatives

Regional Council is made up of representatives from all Branches and NEC members in the Region. Meetings take place three times a year and with policy debates and motions, on workplace and citizenship issues and the work of the union across the service groups. Business usually includes reports from the service and self organised groups. It is this body who elects the Regional Convenor at its AGM.

The Committee's representatives will take questions on the Self Organised Groups Report and will present and move motions put forward by the committee to Regional Council (as appropriate).

Regional Committee Representative

Regional Committee is made up of representatives of the Regional Service and Self Organised Groups, with the Regional Secretariat and members elected by the Regional Council. The meetings take place three times a year and the Committee works to oversee the policy and practice of the union, and delivering the Regional Work programme.

The Committee's representative raises LGBT+ issues as determined by the committee and acts as a conduit for the committee to receive feedback on work of the wider region.

Service Group Representatives

The Self Organised Group has a seat on each of the regions service groups namely: Local Government; Healthcare; Higher Education; Energy; Water, Environment and Transport; Community and Voluntary; and Police and Justice staff.

The Committee's representatives raise LGBT+ workers and service user issues relating to the service group and acts as a conduit for the committee to receive feedback on the work of each service group.

Nominees for Service Group Representatives position must work within the relevant service group.

Staff support

The Regional LGBT+ Committee and Group is serviced by members of the UNISON North West Regional staff. These paid officers give advice in relation to UNISON rules, policies and procedures; and providing assistance with organising. The current Regional Officer is Suzanne Moores-Gould (Area Organiser for the Regional LGBT+ Committee).