



LGBT+ Representative Committee Motions to AAD

This document contains all the motions submitted by ASLEF's LGBT+ Representative Committee to AAD since they first attended as delegates in 2005.

Any numbers preceding a motion are taken from the AAD agenda for that year and are illustrative as to which number that motion was on the agenda. Each motion has its outcome listed underneath it in bold.

AAD Year:

2005	2011	2017	2024
2006	2012	2018	
2007	2013	2019	
2008	2014	2021	
2009	2015	2022	
2010	2016	2023	

2005

1 SEXUAL EQUALITY CONSULTATIVE COMMITTEE - This AAD instructs the Executive Committee to enter into negotiations with all Railway/Tram Operating companies to introduce a work place policy regarding the protection of staff who suffer from HIV related illnesses and Aids. Further this policy as far as practicable be produced jointly between ASLEF and the Railway/ Tram Operating companies for the best possible practice of dealing with such a delicate subject and without prejudice.

Adopted

2 SEXUAL EQUALITY CONSULTATIVE COMMITTEE - This AAD instructs the Executive committee to enter into negotiations with all Railway/Tram Operating companies to acquire paid release when required for all ASLEF equality representatives, thus promoting Equality throughout all undertakings where ASLEF negotiates for its members.

Adopted

2006

3 Sexual Equality Consultative Committee

This AAD instructs the E.C. to enter into negotiations with all railway/tram operating companies to ensure that employees entering into a Civil Partnership are given the same Employment and Pension benefits as Married Couples.

Adopted

4 Sexual Equality Consultative Committee

This AAD condemns the attacks, murders and executions carried out by the governments of Colombia, Jamaica and Iran against LGBT people. The ICFTU at their world congress recently adopted a resolution on equality which specifically stressed the need for all countries to combat discrimination including discrimination against LGBT people.

Further, that this AAD calls on the UK government to use their powers to persuade the governments of these countries to come into line with the policies of the TUC, ICFTU, JFC and Amnesty International.

Adopted

Rule Changes :

65 Sexual Equality Consultative Committee

Contents page 5 Non-Statutory Election Procedures

On line 5 delete the words 'Gay and Lesbian' and insert LGBT, On Line 9 Delete the words 'Sex Equality' and insert LGBT

66 Sexual Equality Consultative Committee

Page 3 rule 3.1 (viii) on line 3 delete the word 'sex' and insert 'Gender'

67 Sexual Equality Consultative Committee

Page 25 Rule 5.C.1 on line 3 delete the words 'Gay and Lesbian' and insert 'LGBT'. On line 7 delete the words 'Gay/Lesbian' and insert 'LGBT'.

68 Sexual Equality Consultative Committee

Page 64. Rule 12 ASLEF CONSULTATIVE COMMITTEES:

Rule 12(a) on line 2 delete the words 'Sexual Equality' and insert 'LGBT'

69 Sexual Equality Consultative Committee

Rule 12 (b) on line 1 delete the words 'Sexual Equality' and insert 'LGBT'

70 Sexual Equality Consultative Committee

Page 65 Rule 12 (h) on line 1 delete the words 'Sexual Equality' and insert 'LGBT'

71 Sexual Equality Consultative Committee

Rule 12 (j) on line 1 delete the words 'Sexual Equality' and insert 'LGBT'

72 Sexual Equality Consultative Committee

Rule (l) on line 3 delete the words 'Sexual Equality' and insert 'LGBT'.

73 Sexual Equality Consultative Committee

All Adopted

2007

21 LGBTCC – This AAD instructs the Executive Committee to ensure that Branch Secretaries use the new materials available to display the details for the LGBTCC National Secretary in all ASLEF notice cases.

Adopted

22 LGBTCC – This AAD instructs the Executive Committee to put in place an education policy that includes training for the Equality Committee Representatives and the Branch Equal Opportunities Representatives.

Adopted

2008

73. LGBTCC

This Conference recognises that certain groups of members may be open to attack and that they feel vulnerable having their home details printed and published. This Conference therefore resolves that from 2009 the only details printed in the ASLEF Financial Report and Agenda and the ASLEF Diary for the Consultative Committee delegates in their name, mobile phone number and email address.

Adopted

74. LGBTCC

This Conference recognises that Homophobic and other offensive graffiti is demeaning and frightening to its intended victims.

Scrawlings on toilet or other walls may seem harmless, but actually can be deeply offensive and lead to fear and depression in their intended victims.

More importantly, they are bullying, outwith ASLEF's policies on equality and respect for co-workers, and they may even be breaking the law.

This Conference condemns the cowards who resort to offensive graffiti as means of expressing their bigotry, especially as we are conscious that only a tiny percentage of our LGBT membership are 'out' at work.

This conference further resolves that perpetrators of offensive graffiti will be dealt with through their employer's and ASLEF's disciplinary procedures.

Adopted

75. LGBTCC

This conference recognises that in the UK the subject of HIV has gone quite but this does not mean that the HIV infection has gone away. There are increases in all sexually transmitted diseases, particularly in the 18-25 age range, and potentially there are at least 100,000 people in the UK who are HIV positive and are not aware of it.

Given the ignorance and hysteria about how HIV is transmitted, and living with HIV, it is little wonder that people do not go for testing – and if they do there are important questions that need to be addressed before they do.

People can be HIV positive (HIV+) for decades before the illness becomes symptomatic or they need treatment. The disease does not become deadly (defined as AIDS) until they develop one of the many cancers or illnesses that they are more prone to. Even then with new treatments that are available, they can recover and their status reverts to HIV+.

There may already be members working in our depots and branches who are HIV+ and they will need to consider carefully before disclosing their HIV status to their employers.

This conference further recognises that ASLEF members are subject to random drug and alcohol testing and therefore it will be impossible for members who are receiving treatment for HIV to keep this from their employers.

ASLEF adopted an excellent HIV / AIDS policy in 2006 and a shortened version was launched early in 2008, in order that our members and their employers are fully aware of the policy we instruct the Executive Committee to:

- Seek to get the policy adopted in all TOCs and FOCs
- Ensure all our members are aware of the policy by placing articles in the Locomotive Journal and on the ASLEF Website
- Ensure that the issue is covered in training and Reps are aware of the best way to support members who are HIV+ and the legal protection concerning confidentiality and job protection.

Adopted

76. LGBTCC

This conference recognises the appalling situation for LGBT people on the island of Jamaica where gay men and lesbians are regularly hounded from their homes by mobs of people and battered, stabbed or shot to death in the streets.

The local police, far from trying to prevent these attacks, are themselves responsible for arresting and then assaulting people who are suspected of being gay.

Indeed, so bad is the homophobia that if families are suspected of harbouring gay family members, the families themselves will be dragged from their homes, beaten, stabbed or shot.

Only one organisation exists in Jamaica to support LGBT people and it is known as J-FLAG.

Despite having to work underground the organisation works to support LGBT people and to help them to escape from the island to other less dangerous countries.

This conference urges the Executive Committee to work to highlight the atrocities being carried out in Jamaica by;

- Raising the issue with the ASLEF Parliamentary Group of MPs
- Raising the issue at the ITF
- Supporting any J-FLAG campaigns as requested by the TUC

Adopted

2009

23. LGBT Representative Committee

This AAD is concerned that few racial and homophobic incidents are reported to the police for reasons including distrust and confidentiality. Existing services are not effective and are mainly on an ad hoc basis.

Gaining the confidence of victims and witnesses should be at the heart of any solution to tackle hate crimes.

This AAD instructs the EC to pursue the implementation of a hate crime confidential 24 hour phone line with British Transport Police and the Rail Operators and report back to AAD 2010 on the progress being made

Adopted

24. LGBT Representative Committee

Currently there are no clear guidelines covering Trans members going into the process of and under going transitioning.

This AAD feels that during this difficult period in a member's life, without correct, positive and effective support at work the transition can be extremely difficult. These members can often feel isolated from colleagues because of unclear or non-existent policies. Representatives can also feel unsupported without clear advice to give.

This AAD instructs the EC to produce and implement ASLEF policy regarding members going into the process of and under going transitioning.

Adopted

25. LGBT Representative Committee

That his AAD instructs the General Secretary to advise all Branch Secretaries, District Council Secretaries and Representative Committee Secretaries of senior staff changes at Head Office.

Fell

2010

Rule Changes

112. LGBTR

rule 12 A

Line 3 delete Consultative and replace with Representative

113. LGBTRC

rule 12 H

delete and replace with

The Retired Members shall be allowed in November each year, an Annual meeting and the, Women's, LGBT and Black & Ethnic Minority Representative committees shall hold there AGM at the last meeting of the year.

Both Adopted

157. LGBTRC

We instruct the EC to negotiate with all TOC & FOC's over the rewording of DRI manning agreements to include those employees who are in civil partnerships, to allow them the same basic rights as those offered to married partners. We ask that this is done as a matter of urgency and TOCs & FOCs should be asked for justifications for non inclusion in such policies before the end of 2010.

Amendment A

Birmingham New Street (141)

Delete 'We instruct the EC to negotiate with' on line 1 and replace with 'That this AAD instructs the EC to instruct it's negotiators at'

Adopted

188. LGBTRC

That this AAD asks the Executive Committee to pursue with all TOC's, FOC's, Network Rail, Thompsons and the British Transport Police a policy on dealing with staff assaults. This to include the production and distribution of report forms for staff to complete when reporting incidents of assault, abuse or discrimination whilst at or on their way to work.

Adopted

2011

48. LGBTRC

The LBGT representatives committee have concerns that the STUC are not giving representation to LBGT members in Scotland.

The STUC have committee's for women, youth, black and disabled workers with each of these minority groups holding annual conferences.

The only group not represented is LBGT.

This year a one day event titled 'Out of place' had been organised by the STUC under the umbrella of their 'One workplace, Equal rights' project, although there are no indications that this will become a regular event.

While the TUC and Wales TUC have a very strong equalities agenda, have committees, reserved seats for all the groups on the General Council and hold annual conferences for each of the minority groups the STUC does not.

'THEREFORE WE ASK THAT THIS AAD INSTRUCTS THE EC TO CONTACT THE STUC AND SEEK THE FORMATION OF A LBGT COMMITTEE AND ANNUAL CONFERENCE'

Noted

49. LGBTRC

This AAD recognises the good work done by the International Transport Workers Federation (ITF) on the subject of equality for women. However there is no mention of LBGT issues on their website. Therefore we call upon this AAD to instruct the EC to lobby the ITF to put in place a LBGT section.

Adopted

2012

19. LGBT Representative Committee

That this 2012 AAD notes that currently only minority, race and gender questions are asked on its membership application form.

Therefore this AAD instructs the EC to begin to monitor sexual orientation of its members.

Information as with other questions should and will be kept confidential, only being used in targeting campaigns and for research in the services provided by ASLEF for its members.

Noted

42. LGBTRC

That this 2012 AAD advises the EC that probationary drivers employed by some TOCs do not receive full pay after being involved in a fatality and for all the time that are away from work.

Therefore this AAD instructs the EC to press that all drivers employed by all TOCs and FOCs receive full pay for all their time off after a fatality. This is for the good benefit and wellbeing of all members.

Amendment A (Newton Heath):

Insert "they" between 'that' and 'are' on second line

Adopted

2013

No motion submitted

2014

30. LGBT Representative Committee

Occupational Pension Schemes

This AAD instructs the EC to ensure that the trustees of 'The Railway Pension Scheme' (all sections), The TFL pension scheme and the ASLEF Pension Scheme include pre-December 2005 benefits when assessing a surviving civil partners entitlement to survivors benefits. The law currently allows occupational pension schemes to disregard benefits (other than guaranteed minimum pension benefits) earned before 5 December 2005 when assessing what should be paid on the death of a worker to that person's surviving civil partner.

Noted

31. LGBT Representative Committee

Whole Body Vibration

This AAD instructs the EC to conduct a study into the effects of 'Whole Body Vibration' on Train Drivers and what steps can be taken to prevent its affects.

Studies have shown that Whole Body Vibration is a major cause of joint, back pain and digestive disorders. The exposure to Whole Body Vibration is mainly suffered by train drivers who drive two axle rail buses, locomotives including HST power cars and on track machines. The last study was carried out by the RSSB in March 2005.

Adopted

2015

25. LGBT

This AAD believes that due to the substantial increase of homophobic behaviour found in the workplace our LGBT members are facing with greater frequency, that ASLEF should insist all TOCs, FOCs and LUL report all such instances to the British Transport Police as Hate Crime. By doing this ASLEF is giving its full support in protecting its members with Protected Characteristics.

Amendment A (Waterloo Nine Elms 222) - Rejected
After “instances” insert “where proven”.

Amendment B (Waterloo Nine Elms 222) - Rejected
Delete “is” on line 3 and replace with “its”

Amendment C (Waterloo Nine Elms 222) - Adopted
Insert “Light Rail” after “LUL”.

Amendment D (Newton Heath 143) - Adopted
Final sentence – Replace second ‘is’ with ‘its’, to read: By doing this ASLEF is giving its full support in protecting its members with Protected Characteristics.
Noted

26. LGBT

This AAD believes that all future pay negotiations with all TOCs, FOCs and LUL should include a request for paid release for ASLEF members of the Representative Committees, to be paid by their respective employers. This should cover all Committee Meetings, District Meetings, and any other business that ASLEF requires of its Representative Committee members.

This will bring the Representative Committees in line with other ASLEF officials and be a financial saving to the union.

Amendment A (Waterloo Nine Elms 222) -Noted
Insert “Council” between “District” and “meetings”

Amendment B (Waterloo Nine Elms 222) - Noted
Insert “Representative” after “all” on line 3.
Noted

2016

43. LGBTRC

This AAD instructs the EC to look with concern at the number of train drivers with type 2 diabetes. Also of concern is the inconsistency of the of the Occupational Health (OH) Doctors when dealing with this condition. Some doctors take the drivers GP checks as a record, while others test on the day of seeing the driver and others doctors have been known to have ask drivers to test everyday or even several times a day. This inconsistency has even been found within different OH doctors working for the same company.

The RSSB produced a best practice guide for OH doctors in 2007.

This AAD instructs the EC to contact the RSSB and ensure this guide is still up to date, if so publish this on the ASLEF website. Also ensure that the treatment by OH doctors of members with type 2 diabetes is kept the same standard throughout the rail industry and it be entered into the machinery within Company Councils.

Adopted

44. LGBTRC

This AAD instructs the EC to contact Rail Staff Travel Ltd (RTSL) and Association of Train Operating Companies (ATOC) to ensure that the policy is changed and the phrase 'partner named above is a couple in a close and meaningful relationship' and is replaced by 'nominated person above.'

The LGBT Representative Committee (LGBT RC) notes that the current RTSL (issued on behalf of ATOC) staff pass partner declaration form states, 'I, the employee named above declare that I live with the partner named above in a close and meaningful relationship,' which is interpreted as a committees sexual relationship.

The LGBT RC further advises that under the Equalities Act 2010 that indirect discrimination is illegal and sexuality is the protected characteristic. The current policy requires an LGBT person to declare their sexuality in the workplace to enable them to receive equal treatment and therefore this policy is indirect discrimination and the LGBT RC contend that employees should not require anyone to declare their sexuality before providing them with equal treatment.

Amendment A (Newton Heath 143 and Waterloo Nine Elms 222)

In the last line of the second paragraph, delete 'committees' and replace with 'committed'.

Amendment B (Waterloo Nine Elms 222)

On line 2 delete "the" prior to "phrase".

Adopted

2017

46. LGBT Representative Committee

This 2017 AAD shows great concern as to the practice of forcing a driver into sickness absence, when the individual concerned feels able to attend work. The first week of sickness absence is "Self Certificated", therefore any manager telling a driver to absent themselves when they feel able to attend work is surely asking them to Self Certificate fraudulently.

Through occupational health provision carried out by qualified medical professionals a driver, after a medical consultation will be deemed to be; fit for full duty, fit for duty with restrictions or unfit to attend work.

Therefore this AAD instructs the Executive Committee to place in the machinery of negotiation an assurance from all Train Operating Companies, and Freight Operating Companies that drivers who feel able to attend work will not be forced into sickness absence without a medical examination. And not therefore made to self certificate fraudulently.

Adopted

47. LGBT Representative Committee

We instruct this AAD to adopt and support a "Gender Neutral Family Leave Policy." We need to focus on a new parental leave policy for ALL employees, one designed so our new parental leave policy is to be flexible gender-neutral and to counteract unconscious bias.

We want to support and enable parents regardless of their gender to play equal roles in creating successful companies and nurturing their families.

Adopted

2018

27. LGBTRC

Following the Brexit vote and recent developments in Europe and the United States of America, we have seen a huge rise in right wing attitudes. This is currently filtering into all of society including our mess rooms. The need for the valuable work carried out by our ASLEF Representative Committees has never been more important. It is essential that paid release be included in terms and conditions for all Train Operating Companies and Freight Operating Companies. This will ensure newly elected committee members, and changes in local management do not alter release arrangements.

ASLEF currently pays wages for Representative Committee Members to carry out duties; these funds could be better used for campaigns and equality training for branch reps.

This AAD calls upon the Executive Committee to instruct all company councils and equivalents, as well as all District Organisers, to ensure through the machinery of negotiation paid release for elected members of all ASLEF Representative Committees is sought. This should be included in the next round of Company Pay Talks that are they are involved in.

Amendment A (Waterloo Nine Elms):

Delete final sentence.

Adopted

28. LGBTRC

Pre Exposure Prophylaxis (better known as PreP) is a prescription medication which vastly lowers the risk of contracting HIV and Aids, despite being in high risk situations. There is however a postcode lottery as to whether you would be able to be prescribed PreP fully funded by the NHS.

There are doctors in Health Authorities who have decided not to fund this life saving treatment, recommending individuals buy PreP from unregulated sources online, as this is a cheaper option than a private prescription.

This AAD Calls upon the Executive Committee to instruct ASLEF'S Parliamentary Group to lobby English Constituency MP's and AM's at The National Assembly for Wales, to ensure a national policy for the supply of PreP. This is to ensure that regardless of where an individual lives and which Health Authority they are served by, PreP will be available and fully funded by the NHS.

Adopted

2019

31. LGBT RC

This AAD acknowledges that not all members will feel comfortable disclosing medical conditions to management, particularly if they are of a sensitive nature and they wish to retain confidentiality. This may be particularly pertinent to members who have a mental health condition are HIV positive, taking PreP or any condition where there is associated stigma.

Equally given the Safety Critical role of train driving and the absolute need to declare any medication taken, to preserve their privacy all members should have direct access to their company Occupational Health providers without having to advise any managers.

This AAD therefore instructs the Executive Committee to instruct all District Organisers, Company Council or equivalents to ensure that there is a procedure of direct access to occupational health providers within their companies. Further that the Executive Committee ensures that ASLEF members are aware of this right.

Adopted

32. LGBT RC

That this AAD acknowledges ASLEF as a leader in the trade union movement on equality and as a prolific campaigner for a diverse workforce within the rail industry.

The 2018 TUC Equality Audit showed that most unions restrict the monitoring of membership equality data to gender and ethnicity with significantly less recording age, disability or sexual orientation, something that the TUC are encouraging affiliates to change.

Current monitoring of equality data for the ASLEF membership is undertaken as part of the initial application form and omits any questions on sexual orientation or disability. This information is seen at branch level and as such may be a barrier to prospective members completing any of the information requested which helps ensure that ASLEF understands the makeup of its membership and the driving grade as a whole.

This AAD therefore instructs Executive Committee to instruct the General Secretary to make the necessary arrangements to remove equality monitoring information from the ASLEF application form and instead provide a separate equality monitoring form to include gender, ethnicity, sexual orientation and disability as part of the welcome pack which is then returned directly to ASLEF head office.

33. LGBT RC

This AAD welcomes the recent consultations by the U.K. and Scottish governments to the reform of the 2004 Gender Recognition Act (GRA) which seeks to make it easier for Trans people to change the gender on their birth certificates. As trade unionist we support trans workers' rights and as champions of equality we welcome the increased visibility and empowerment of trans and non-binary people in society.

However, with this came an increase in hate crimes against the trans community fuelled by the right wing press, campaigns and protests by feminists. They suggest that increased rights for trans people will lead to the infiltration and ultimate destruction of feminism as a movement. Granting others greater legislative rights does not erode your own and assurances have been made that the Equality Act 2010 will remain unchanged.

This AAD calls upon the Executive Committee to lobby the ASLEF Parliamentary Group to support any reforms of the GRA through the legislative procedures to make the gender recognition process less bureaucratic and intrusive for trans people.

Furthermore, we ask them to campaign for an end to the government register of those who have obtained a Gender Recognition Certificate. If this information is

leaked, which can happen despite the best intentions, it could completely destroy a persons settled life

Amendment A: Northern Line North (067)

On line 7 after '*protests by*' insert '*some radical*' - adopted

Amendment B: Waterloo Nine Elms (222)

Delete "feminists" in the second paragraph and replace with "certain feminist groups". - rejected

Adopted

2021

21. LGBT+RC

THIS 2021 AAD acknowledges that some of the gender specific language we use as a trade union is outdated. We have colleagues who don't identify as being a binary male or female. True equality doesn't require a title other than Driver. ASLEF nomination forms have a box requiring the full name and Branch but has a 'delete as applicable' Brother/Sister, above the box. This is no longer an identifying title for the nominee. Therefore, this 2021 AAD instructs the EC to work with the GS to remove gender specific language from all internal communications unless absolutely necessary in conducting trade union business, gender neutral language represents a modern workplace/society giving greater inclusivity to all.

Adopted

22. LGBT+RC

This 2021 AAD notes that the 'Morning Star' has historically been a publication that supports the aspirations and values of trade unions and this trade union. However, it has in recent years continued to support an anti trans agenda and gives editorial space to anti trans organisations. This is in diametric opposition of the existing policy of this trade union. Therefore. This AAD instructs the EC to: Ensure the GS writes to the editor of the Morning Star of this unions policy on inclusion and that anti trans content will not be supported. To use the unions influence as a member of the board of the Morning Star to seek the same assurances. Further that if these assurances are not met ASLFE will cease to support the Morning Star and defend ASLEF's existing equalities policies.

Amendment A: WRC

LGBT+RC:

Line 3 delete "and" replace with "an".

Line 3 delete both "anti trans" replace both with "anti-trans" (?).

Line 5 after “Therefore’ delete ‘. This” – replace with “this”.

Line 8 delete “ ASLFE” replace with ‘ASLEF’

Noted

23. LGBT+RC

This 2021 AAD believes that year on year we examine our relationships with those organisations we support. We as a trade union have believed that solidarity with other workers should not stop at the U.K.s borders. Conference is concerned that the only LGBT+ activism allowed in Cuba is controlled by the state through the National Centre for Sex Education (Cenesex). Activists who are critical of this organisation and its work are often targets of repression. The situation in the country reached a critical point in 2019 when Cenesex abruptly cancelled the annual Pride march in Havana, as a reaction to this an unofficial Pride took place which many LGBT+ activists were arrested for attending. This 2021 AAD instructs the EC to seek assurances from the Cuban Solidarity Campaign, that they are campaigning for LGBT+ rights in Cuba and continue to question our support should there be any doubt as to the commitment of this organisation to this agenda.

Amendment A: Newton Heath (143)

Delete the word ‘boarders’ and replace with ‘borders’

Amendment B: WRC

LGBT+RC:

Line 3 delete “boarder” Replace with ‘border’

Line 6 After targets delete “or” replace with “of”

Line 10 Insert ‘will’ between “and’ & ‘continue’

Adopted

24. LGBT+RC

This AAD believes that every TOC/FOC should have a formal policy on supporting trans and non binary employees in the workplace. Therefore this AAD calls upon the EC to instruct all company councils to negotiate a trans and non binary workplace policy within their respective companies by the end of 2021.

Amendment A: WRC

LGBT+RC:

Line 3 delete “non binary” replace with “non-binary”

Adopted

2022

33. LGBT+RC

This 2022 AAD recognises that the number of incidents reported to the Representative Committee Members, has risen by an alarming amount in recent years. Often victims of abuse, discrimination and marginalisation don't wish to make the matter official in fear that it will make the situation worse. This doesn't mean as a trade union we shouldn't be identifying these problems to the TOC's and FOC's. To assist this process: This 2022 AAD instructs the Executive Committee to set up a Confidential Reporting Email address, where members can inform this trade union if they feel they are being bullied or marginalised, whilst remaining anonymous. This data can be provided to the appropriate reps to use the machinery of negotiation to require the TOC's and FOC's to find a solution.

Noted

34. LGBT+RC

Whilst the ethos of the many major sporting bodies is one of inclusion with campaigns to kick out racism, homophobia and transphobia from sport and to make sport welcome for everyone. Increasingly major sporting events are being awarded to countries where LGBT+ rights are little or non-existent. (*LGBT+ Fans and athletes alike are at risk of imprisonment or worse if they attend these events and they are found to be breaking local laws*) We therefore instruct the EC to use their parliamentary influence to lobby MPs in conjunction with the TUC and other unions to (*use pressure/political might* to stop awarding events to countries who do not match the governing bodies equality ethos without considerable efforts to changing their anti LGBT+ policies)

Adopted

35. LGBT+RC

This AAD is proud that ASLEF has never been afraid to take a stance against the far right whether in the UK or abroad.

Many people associate far right hate with race and religion however in recent years there has been a shift in messaging based in misogyny and anti-LGBT+ rhetoric. Basing their tropes in 'traditional family values' their sphere of influence is often overlooked.

AAD condemns the transphobic group the LGB Alliance, who were recently awarded charity status by the Tory government. This 'charity' are widely condemned by other LGBT+ organisations for their active campaigning against trans rights.

AAD is horrified that it has been documented that the LGB Alliance has funding links to neo nazi organisations in America. This conference believes messages of hate are diametrically opposed to charitable work.

Therefore this AAD instructs the EC to use its sphere of influence, lobbying MPs, working with the TUC and other unions in campaigning for charity status to be removed from the LGB Alliance whose sole aim is to divide the LGBT+ community and ostracise trans people.

Adopted

Rule Changes

106. LGBT+RC

Rule 4 (d) – After ASLEF insert “ or be allowed to continue with ASLEF membership,”

Amendment A (Newton Heath)

Delete ‘Rule 4(d)’ and replace with Rule 4.1(d)’.
Fell

107. LGBT+RC

Rule 12 (d) – After BAME, delete LGBT, and replace with “LGBT+”
Adopted

108. LGBT+RC

On page 2 of the ASLEF Rule Book – delete Dear Brothers and Sisters and replace with a suitable gender neutral salutation chosen by the executive committee.
Adopted

2023

42. LGBT+RC

Publications in Support of Trans and Non-Binary Colleagues.

In recent years we have seen an increase in transphobia, both in our workplaces, and in wider society. This is symptomatic of an increase in support of extreme right-wing attitudes. One of the tools available to fight such attitudes is education. It is incredibly important that we support each other in the workplace; and any over-spill into all of our everyday lives can only be positive.

Therefore, this 2023 AAD instructs the Executive Committee to ensure that all Company Councils and equivalents place into the machinery of negotiation a requirement for all TOC's and FOC's to have published material available supporting Trans and Non-binary colleagues, and to include such material in any respect and dignity briefings.

Amendment A (Edinburgh No1 071)

Replace “TOC's and FOC's” with “TOCs & FOCs”
Adopted

43. LGBT+RC

Support for Branch Equality Reps and Equality Activists.

It is a requirement in the ASLEF rule book for all branches to elect a Branch Equality Rep; we also as a trade union have five representative committees serving active members, plus a retired members section. These roles have often attracted new activists, and it is important for the future of our trade union that all activists are encouraged and supported where needed. Events where there are opportunities for “Networking” and sharing of ideas and good practice are invaluable in achieving this. To this end, this 2023 AAD instructs the Executive Committee to ensure all eight District Organisers sponsor an annual equalities event, aimed at Branch Equality Reps and other members who wish to become active in this area.

Adopted

44. LGBT+RC

Driver Access Platforms

This AAD instructs the EC to negotiate with TOC, FOCs Network rail and RAIB to provide Driver Access Platforms where practicable at all Depots, Stabling Points and anywhere that drivers have to climb up and down out the cab on a regular basis.

Whether you’re getting people on or off the train, if it’s at a depot or stabling point rather than a station, a sturdy Drivers’ Access Platform at the height of the train floor is essential.

Fixed Drivers’ Access Platforms allow drivers to enter or exit the train easily and offer safe access to cleaning and maintenance crews. Bolted securely to the ground, they can be fitted with safety gates or chains as required. Each one can be tailored to ensure the platform is the same height as the floor of the train, ensuring trip-free access.

Adopted

2024

37 LGBT+RC

Paid release for representative committee members

It is absolutely right, that our Company Councils and equivalents focus on achieving a meaningful increase in salary when negotiating pay with our employers. However, pay negotiations are also an opportunity to place in the machinery the staff sides aspirations in addition to salary.

Unpaid release for elected reps to attend Representative Committee Meetings has a cost implication to ASLEF, monies that could be spent on campaigns and educational projects.

The TOC's and FOC's are better placed than our trade union to bear the cost of drivers attending these meetings.

Therefore this 2024 AAD instructs the Executive Committee to ensure the matter of Paid Release for members attending Representative Committee Meetings is placed in the machinery of negotiation at every TOC and FOC.

Amendment A) Edinburgh No.1 071

Insert the following prior to "it is absolutely right" "That this 2024 AAD believes"

Adopted

38 LGBT+RC

One district council per year to be an equality focused meeting

ASLEF District Councils meet four times a year, and part of the objectives of District Councils, is to co-operate with the provision of "educational opportunities".

Training and or Coaching for Branch Secretaries is expensive, and one of the largest expenses is that of loss of earnings to attend such courses or events. As a trade union we already invest in release for Branch Secretaries or Elected Delegates to attend District Council four times a year. This is a fantastic opportunity to include an element of equalities training or awareness coaching at just one of these four meetings annually. This may take the form of an invited speaker, or a more formal training event, or a workshop type exercise run by the Representative Committee members from that district.

Therefore this 2024 AAD instructs the Executive Committee for each Executive Committee member to ensure that one of the four District Council Meetings in their district be designated the "Equality Focused" meeting.

Noted

39 LGBT+RC

Mental health provision via occupational health

All drivers are required to undergo medical assessments by their employer's Occupational Health Provider. The quality of this provision varies very much depending on the provider, and of course the 20

company's commitment to supporting the health of its employees. If a driver is identified as possibly suffering from conditions such as sleep apnoea or anything cardiac, our employers will seek further assessment as well as treatment from external sources. This AAD recognises that a driver who has a condition that requires access to counselling or other mental health support should be provided with similar access to external providers.

Therefore this 2024 AAD instructs the Executive Committee to ensure that all Company Councils and equivalents place in the machinery of negotiation, that any

driver who is suffering from a condition that requires mental health support or specialist counselling relating to that condition be treated equally to a driver with a physical condition, and external support be provided by the employer.

Noted

40 LGBT+RC

This AAD condemns conversion therapy, these are interventions that seek to change a persons sexual orientation or gender identity. Essentially they seek to ‘cure’ someone from being lesbian, gay, bi or trans.

This AAD notes that the National LGBT Survey 2018 found that 7% of LGBT+ people have been offered or undergone conversion therapy. Trans respondents were almost twice as likely to have undergone or been offered conversion therapy (13%), it further found that one in five (19%) of those who had conversion therapy were offered it through healthcare and medical settings, 16% were subjected to it by a parent, guardian or family member, and a further one in ten (9%) from a member of their community.

This is a wide spread practice which is legal in the UK despite the significant long-term harm it causes victims. This isn’t therapy, it is abuse.

This AAD condemns the Tory government who after five years of broken promises have still failed to ban conversion therapy.

This 2024 AAD therefore instructs the Executive Committee to support the Stonewall ‘Ban Conversion Therapy’ campaign and further to lobby politically, calling for a ban to conversion therapy for all LGBT+ people, preventing any loopholes that would enable this abuse to continue.

A survey conducted by Passenger watchdog London TravelWatch “Out in London” LGBT+ people has found that increasing number of LGBTQ+ users of the London transport network feel unsafe travelling on the rail network. Instances of abuse and vandalism by members of the public and in some cases ASLEF members.

This AAD notes that the “Out in London” survey 2023 found that 21% of survey respondents said they have experienced hate crime in the past year while travelling on public transport in London. 82% of respondents change their behaviour or appearance to “fit in” so they can avoid abuse or harassment when travelling. 65% of respondents who had experienced abuse or harm when travelling in London reported that bystanders who witnessed the incident did not intervene and many LGBTQ+ people spoken to had little trust or confidence in the police so often incidents go unreported.

This 2024 AAD therefore instructs the Executive Committee to

- engage with the transport industry and policing authorities to tackle this problem by committing to awareness campaigns to end hate crimes and harassment that target the LGBTQ+ community.

- To conduct regular staff training co-designed with LGBTQ+ people and stakeholders to ensure staff have the right skill sets and knowledge to help and support LGBTQ+ people.
- Put infrastructure in place to improve security concerns and perceptions of safety including but not limited to, improving WIFI and connectivity, lighting, CCTV and increased visibility of staff at stations and on trains to deter antisocial behaviour.

Amendment A) LGBT+RC

The LGBT+ committee would like to amend item 40, presented by the LGBT+ committee from one

motion into two.

One: Being conversion therapy.

This AAD condemns conversion therapy, these are interventions that seek to change a persons sexual orientation or gender identity. Essentially they seek to 'cure' someone from being lesbian, gay, bi or trans.

This AAD notes that the National LGBT Survey 2018 found that 7% of LGBT+ people have been offered or undergone conversion therapy. Trans respondents were almost twice as likely to have

undergone or been offered conversion therapy (13%), it further found that one in five (19%) of those who had conversion therapy were offered it through healthcare and medical settings, 16% were subjected to it by a parent, guardian or family member, and a further one in ten (9%) from a member of their community.

This is a wide spread practice which is legal in the UK despite the significant long-term harm it causes victims. This isn't therapy, it is abuse.

This AAD condemns the Tory government who after five years of broken promises have still failed to ban conversion therapy.

This 2024 AAD therefore instructs the Executive Committee to support the Stonewall 'Ban Conversion Therapy' campaign and further to lobby politically, calling for a ban to conversion therapy for all LGBT+ people, preventing any loopholes that would enable this abuse to continue.

Two: Out in London.

A survey conducted by Passenger watchdog London TravelWatch "Out in London" LGBT+ people has found that increasing number of LGBTQ+ users of the London transport network feel unsafe travelling on the rail network. Instances of abuse and vandalism by members of the public and in some cases ASLEF members.

This AAD notes that the "Out in London" survey 2023 found that 21% of survey respondents said they have experienced hate crime in the past year while travelling on public transport in London. 82% of respondents change their behaviour or

appearance to “fit in” so they can avoid abuse or harassment when travelling. 65% of respondents who had experienced abuse or harm when travelling in London reported that bystanders who witnessed the incident did not intervene and many LGBTQ+ people spoken to had little trust or confidence in the police so often incidents go unreported.

This 2024 AAD therefore instructs the Executive Committee to

- engage with the transport industry and policing authorities to tackle this problem by committing to awareness campaigns to end hate crimes and harassment that target the LGBTQ+ community.
- To conduct regular staff training co-designed with LGBTQ+ people and stakeholders to ensure staff have the right skill sets and knowledge to help and support LGBTQ+ people.
- Put infrastructure in place to improve security concerns and perceptions of safety including but not limited to, improving WIFI and connectivity, lighting, CCTV and increased visibility of staff at stations and on trains to deter antisocial behaviour.

Adopted