
BFAWU LGBTQ Network Meeting January 2024

How do we get people engaged? There needs to be a balance of reminders for the meetings and a variation in times of the meetings themselves to ensure as many people as possible can attend should they want to.

After a motion was passed at 2023 Annual conference, it was decided to add to the network meetings as we need more than just leaflets and posters, we need to gain an understanding of the true issues that members are facing, and the issues that they want to campaign on.

Supporting members

How can we support our Trans members in work, to ensure that they are comfortable and have the support they need. The benefit of being in the union is that a union representative can ask the company questions and challenge them, the pressure is not on the member themselves.

What can our trans members ask for at work, what rights have they got at work? We do need some literature around this and to be discussing it in meetings such as this so that members and reps are empowered to ask/demand them. There are some good resources that other unions have put together and the TUC that we can utilise.

How do we make sure our reps and the wider union is the place that members turn to when they have questions that need to be addressed and support in the workplace?

Workplace Policies

Have any branches got workplace policies around trans workers? We should collate them, look at what other unions and the TUC have and put together a template policy that branches can use if there isn't one in the workplace already.

The group discussed that whilst some employers may have policies in place, the majority are likely not to have unless there has been an issue at work, which isn't right. Employers may not want to engage in an area that they deem controversial and instead rely on more traditional HR policies to work things out. Others have policies that have the bare minimum information in, just to tick the box that they have complied with legislation or are EDI, the new buzz phrase compliant. It is our job as union reps and the wider union to ensure policies are fit for purpose, that they support the worker, aren't just a tick box exercise and aren't just a piece of paper collecting dust but are actually actioned, regardless of whether an issue has been raised.

There should be plans in place in the policy to adapt changing and toilet facilities to ensure the individual is comfortable and supported, remembering that it also shouldn't be a blanket one size fits all approach either, as everyone is unique.