
BFAWU LGBTQ+ Members Network June 2025

Pride Month Social Media Posts

The general feeling was that the daily posts through the month of June were well received, unions around the movement commented on how great the initiative was, and we have seen some great engagement across the social media channels.

Unfortunately, the last weekend of the month we had a few negative comments from a small number of people, a couple of them disappointingly members, which highlights the need for further work to raise awareness on the issues our members in the LGBTQ community face at work and outside of it.

The risk of annoying or disengaging members was discussed, but the importance of supporting all members regardless of gender or sexual orientation was highlighted, we are a union representing thousands of unique people and the only way we will grow as a union is to support all our members not just certain groups of them.

It was agreed that the month of posts could not be the end of the engagement process and that it should just be the start, how do we reach more people to engage in the network and how do we ensure that it is a safe space for BFAWU members of the LGBTQ+ community and their allies where appropriate.

It was suggested that at conference next year we invite a speaker to talk about some of the challenges at work our LGBTQ+ members can face, highlighting that not all are comfortable being themselves at work through fear of others attitude's, the speaker could maybe focus on the rights at work, or how the community is impacted and there could also be a fringe on a similar subject, one on allyship too, especially as conference will be in Pride month again next year.

Any ideas from members would be welcomed, either for people to contact or around future engagement.

BFAWU Statement on the Supreme Court Judgement

The speed and clarity of the statement released by the Executive Council was congratulated, it set out the position of the union clearly that all members have a place within it and all issues concerning members will be challenged and campaigned for, even when it means running more than one at once, it was noted that there were some negative responses in some branches which was again disappointing, and it was suggested that we note the responses both positive and negative so that we can build on things going forwards, learn from the comments and develop comms etc from them to ensure they have maximum effect and engagement.

How do we keep momentum going?

People must be our focus as trade unionists, we may not always understand or agree with a person's views or decisions, but we should always endeavor to put people at the heart of our decisions. Inclusion means everyone, supporting a community's issues does not diminish or prevent support for another group of members, we need to keep momentum going after the month of posts, and ensure that over the next 12 months we build awareness, solidarity and support, building resilience and supporting reps who are stepping up for LGBTQ+ rights, especially when they are doing so in hostile workplaces.

It was agreed that at conference this year it felt that delegates were more aware of the issues of the LGBTQ+ community, it felt more inclusionary and welcoming, but how do we get that feeling back in the regions and branches away from conference?

It was agreed that a poll should be conducted to see the best time for the meetings and whether there is a preferred day etc. too.

The purpose of the network

A discussion was had around allies attending the network meeting and the overall purpose of the meetings, allies would be welcome, but the space needs to be safe and the focus on LGBTQ+ members not allies, the networks eventually should be able to run themselves, set their own agenda and agree meeting times etc., even more long term potentially feeding into the structures of the union, putting motions to conference etc. but that would need rule changes and more attendance at the meetings.

