Inclusive Allies Staff Network – Terms of Reference

**Inclusive Allies Staff Network**

**Introduction**

The aim of the Inclusive Allies Staff Network is to provide a collaborative space, for the voices of allies and those with lived experiences across the University. The network will meet to discuss and shape the University’s EDI events programme, including recommendations for guest speakers and external resources

**Aims**

* To promote inclusive allyship and belonging through active involvement and consultation on the University’s plans, strategies, policies and guidance
* To create a culture of inclusion and understanding throughout the University
* To raise awareness of general inclusivity issues with University Senior Management
* To provide support, advice and guidance, or signposting where appropriate
* To work closely with other projects, initiatives, departments and organisations which raise awareness around equality.

**Purpose**

* To provide support for colleagues, to discuss issues relating to their own working practice and to work as a platform for sharing experiences and supporting staff
* To be a visible allyship presence within the University.
* To promote inclusive practice and ongoing support for staff.
* To liaise with other staff and student networks on inclusive related topics and promote awareness throughout the University of support available
* To act as a route for staff to raise issues of concern with the University and to be taken to Senior Management through available channels

**Organisation**

The Inclusive Allies Staff Network will comprise of a Chair or Co-Chairs, who will lead and support the network.

The network is open to all colleagues at the University of Huddersfield.

Meetings will be held a minimum of three times per year in addition to communication taking place via a dedicated Teams channel.

The Network will work closely with the Equality, Diversity and Inclusion (EDI) Manager and Officer and with other staff networks concerned with Equality and Diversity.