

Terms of Reference – LGBTQI+ Staff Network

Aim

The aim of the Network is to assist the University in creating and maintaining a welcoming, supportive and inclusive environment for LGBTQI+ staff, ensuring respect and dignity at work.

Objectives

- To provide a safe space for networking for members of the University's LGBTQI+ community
- To provide information to LGBTQI+ staff within the University on current University campaigns, initiatives, mentoring and training opportunities
- To provide insight to ensure University policies, procedures and projects are LGBTQI+ inclusive
- To monitor the effectiveness of University policies, procedures and projects for LGBTQI+ staff
- To raise awareness of LGBTQI+ issues
- To organise and publicise events including social activities for LGBTQI+ staff
- To engage with marginalised or underrepresented groups within the LGBTQI+ community, ensuring activity is inclusive of intersectional identities
- To provide support and guidance to Student Services, the Students' Union and the Student LGBTQI+ Network to ensure an excellent student experience for LGBTQI+ students
- To work collaboratively with other LGBT Staff Networks, and external groups on events and campaigns (including relevant Trade Unions)
- To assist the University Equality, Diversity and Inclusion Group in its activities relating to LGBTQI+ inclusion
- To contribute to the University's strategic objective of improving our score in the Stonewall Workplace Equality Index year on year
- To increase the visibility of LGBTQI+ staff for the benefit of other staff and students
- To develop a network of allies
- To provide opportunities for peer networking and mentoring, and personal and professional development for LGBTQI+ staff.

The Network

The Network is open to all individuals who are employed, whether full-time or part-time, temporary or permanent, and who is generally supportive of realising and developing equality for lesbian, gay, bisexual and Trans people in the workplace. Graduate students are also welcome.

Staff of relevant associated organisations such as the Students' Union or subsidiary companies of the University, are also welcome.

The positions of Chair and Deputy Chair will be nominated annually by the members.

The Network will determine other officer positions required, when needed.

The role of HR will be decided by the members.

Staff wishing to join the Network should approach the Chair or Deputy Chair, or the University Diversity and Inclusion Officer.

Meetings

Open meetings of the network will normally be held four times per year.