

## LGBTQ+ Colleagues Network - Terms of Reference

### Statement of Purpose

1. The network exists to empower LGBTQ+ colleagues (staff and students) to achieve their full potential through creating a positive and supportive working environment.

### Aims & Objectives

2. Our aim is to be an effective network that raises awareness and the profile of LGBTQ+ issues and colleagues in the workplace and to ensure that there are visible role models at different levels of the organisation. The Network will provide a forum to:
  - Support lesbian, gay, bi and trans (including non-binary) (LGBTQ+) colleagues.
  - Enable LGBTQ+ colleagues to feel that they have a vital role to play in LSTM.
  - Discuss issues affecting LGBTQ+ colleagues with key decision makers.
  - Assist in formulating new and reviewing existing policies and procedures.
  - Provide an arena for colleagues to raise their concerns, in a safe and confidential environment.
  - Engage with other LGBTQ+ and Equality networks such as Athena Swan and E & D committee, and other LGBTQ+ networks in the Merseyside area.

### Responsibilities

3. The role of the LGBTQ+ Network will be primarily to provide a safe and supportive working environment to its members by sharing experiences, and best practise through holding regular meetings, attending events and communicating with members and LSTM colleagues on LGBTQ+ issues.
4. The network will play a key role in actively shapinh and developing an open, positive, inclusive and supportive working culture at LSTM which celebrates diversity.

### Accountability/Senior Champion

5. The Network's Senior Champions are Hilary Ranson and Duncan Preston.

### Membership

6. Membership is open to all permanent, fixed-term and temporary LSTM staff and students that identify as LGBTQ+ , and to non-LGBTQ+ allies.

### Frequency of Meetings

7. The group will meet 12 times a year

### Review

8. The Terms of Reference will be reviewed initially after 1 year and following this, the review will take place every 2 years.