

**Terms of Reference**

Nottingham Trent University values diversity, as part of their commitment to promoting equality, diversity and inclusion, the LGBT+ Staff Network has been created to ensure that this is upheld.

**Purpose**

The name and definition of the Network is intended to create an inclusive, supportive and confidential space for all members who identify across the LGBT+ spectrum. We define LGBT+ as including individuals who self-identify as Lesbian, Gay, Bi, Trans, Non-Binary, Undecided/Questioning, Queer, Intersex or those who self-define as any other marginalised non-normative romantic/sexual orientation or gender identity (including but not limited to Asexual, Pansexual, Bigender, and Genderqueer), or who choose not to define their romantic/sexual orientation or gender identity.

**Membership**

The network is open to any staff who identify as LGBT+.

The Network is currently coordinated and supported by the Equality, Diversity and Inclusion Team with a view to the Network to organically grow as a collective through self-selecting the Co-Chairs, and other roles within its Creative Team, from amongst its members and becoming self-managed. The Network will continue to work closely with the Equality, Diversity & Inclusion Team.

**Aims:**

* Providing a safe space for all LGBT+ employees at Nottingham Trent University
* Increasing visibility of openly LGBT+ employees at Nottingham Trent University to foster greater inclusion within the wider community
* Celebrate the achievements and contributions to the success of NTU by LGBT+ Staff members and raise the visibility of LGBT+ staff members
* Raising awareness of sexual orientations and gender identities in the workplace
* Providing strategic advice to the institution on the issues affecting LGBT+ individuals within the workplace and raising any key concerns that the network wishes to raise
* Promoting the Nottingham Trent University as an LGBT+ friendly institution and employer
* Develop supportive and professional relationships with the wider local community and subsequent organisations within it