

Women's Staff Network (name TBC)

Terms of Reference

As part of Nottingham Trent University's continuing commitment to gender equality and supporting women, a Women's Staff Network has been formed.

Purpose

The Network is underpinned by a shared passion for raising the profile of women at NTU, female empowerment, and creating a supportive, aspirational and motivational space for female staff at all stages of their careers.

Membership

The Network is open to any staff who identify and/or present as female.

The Network is currently coordinated and supported by the Equality, Diversity and Inclusion Team with a view to the Network self-selecting a Chair, and other roles as appropriate, from amongst its members and becoming self-managed. The Network will continue to work closely with the Equality, Diversity & Inclusion Team.

Aims

1. Provide a **safe space** for female NTU staff to get together in a supportive environment
2. Celebrate women's **achievements and contributions** to the success of NTU, and support the development of visible **role models**
3. Raise the **visibility** of women at NTU, especially in under-represented areas
4. Provide **developmental opportunities** for staff network members
5. Inspire women at NTU to feel confident in their approach to **career progression**
6. **Value diversity** in NTU's female staff both in terms of intersectional characteristics and the different aspirations, career pathways and focuses of staff from across the institution
7. **Engage with the University** through consultation and other means, around policy and procedure developments, strategic initiatives etc., and any key concerns that the network wishes to raise
8. Develop relationships **with national and international community groups and professional agencies**, to learn from best practice, contribute to and benefit from co-operative working, and play an active role in the social, cultural and environmental life of the City and Region