

LGBT+ Network

Terms of Reference



> Introduction

Our work on equality, diversity and inclusion is an important element which helps us to demonstrate the ways in which our Board values make a positive impact on our staff, patients and service users. Equality is at the heart of our values:

Valuing dignity and respect.
A 'can do' attitude.
Leading commitment to quality.
Understanding our responsibilities; and
Effectively working together.

> Aim

> To work in partnership with staff and management in NHS Golden Jubilee towards eliminating discrimination, improving equality of opportunity, fostering a diverse inclusive working and learning environment that encourages a culture of respect and equality for everyone regardless of their sexual orientation, gender expression or trans status, and amplifies their voice to be heard.

> LGBT+ Network remit

1. To provide LGBT+ staff and allies with a safe, confidential and supportive space for professional and social networking;
2. To provide both formal and informal peer support;
3. To offer a variety of training and development opportunities for Staff Network members and colleagues within NHS Golden Jubilee;
4. To act as a panel of subject matter experts on NHS Golden Jubilee policy documents and learning materials relevant to issues of gender and sexual orientation, including matters of relevance to staff, students or patients;
5. To engage regularly with the Diversity & Inclusion Group to support the delivery of the Board Diversity and Inclusion Strategy and associated action plan;

6. To communicate information and updates to colleagues interested in LGBT+ equality;
7. To develop and maintain relationships with other staff and student network groups in areas of mutual interest;
8. To raise awareness of LGBT+ issues and increase the profile of LGBT+ staff and allies within NHS Golden Jubilee;
9. To raise the profile of NHS Golden Jubilee as an inclusive employer by participating in external events such as LGBT+ pride and Trans Day of Remembrance;
10. To organise Mentorship support for the LGBT+ staff and open to any other staff that shows positive interest;
11. To engage with the LGBT+ community's activities that will have positive impacts on relations with our service users;
12. To work alongside and collaborate with other NHS Golden Jubilee Staff Networks such as BME and Disabled Employee Network;
13. To encourage management to support protected time and resources for the planned network meetings;
14. To work with other LGBT+ networks in health boards across Scotland to better coordinate on national issues.

> Governance arrangements

1. The LGBT+ network will report to the Diversity & Inclusion Group to support the delivery of the equalities element of the Board Person-Centred Committee activity.
2. The LGBT+ network will report to the Diversity & Inclusion Group on an eight-weekly basis to coincide with scheduled Diversity & Inclusion Group meetings.
3. The LGBT+ network will be supported to undertake activities directly associated with the network theme.
4. Papers for the attention of the Diversity & Inclusion Group are to be circulated to all group members at the first convenience, and no later than 2 days before the scheduled meeting date.

> Membership

- > Membership of the Network is primarily aimed at NHS Golden Jubilee employees who identify as LGBT+, however, those who have positive interest in LGBT+ matters (Allies) are also welcome to join the membership and attend associated events.

> Communication

Members can choose to be kept informed via the mailing list maintained by the LGBT+ steering group.

- > Email address: LGBTStaff@gjnh.scot.nhs.uk **(TBC)**
- > Members can follow the Network via our Twitter account: @LGBTStaff-gjnh **(TBC)**

> Budget

At present, there is no formal budget for this network. Certain activities may be funded via the Diversity & Inclusion group budget (subject to approval).