

## **LGBT+ Equality Group - Terms of Reference**

### **Responsibility**

The LGBT+ Equality Group (LGBT+EG) is open to members that have a responsibility for the implementation of the University's Equality and Diversity Policy, in relation to sexual orientation, gender reassignment and marriage and civil partnership matters.

### **Remit**

- To support and advise the University in meeting its obligations under the Equality Act 2010. This group will be responsible for the following Protected Characteristics (PCs): Sexual Orientation, Marriage and Civil Partnership and Gender Reassignment.
- To promote cultural change whereby equality for students, staff and visitors is embedded in all of the University's functions and activities.
- To consider implications for the University arising from external good practice.
- To oversee further development, as necessary, of the Equality and Diversity Policy.
- To act as a channel of communication where generic sexual orientation, gender reassignment, marriage and civil partnership equality issues can be raised and addressed or referred to appropriate bodies for action.
- To consult with stakeholders such as the Staff and Student Networks and to ensure Trade Unions have been consulted, as appropriate.
- To meet 3 times per year, with the power to call extra-ordinary meetings as required.
- To review the membership and remit annually and to co-opt additional representative members to the Group as may be required.

### **Reporting to:**

The Equality and Diversity Strategy Committee but liaising widely with other committees, managers and officers to promote sexual orientation, marriage and civil partnership and gender reassignment equality.

### **Membership**

The LGBT+EG may invite others to attend meetings on an ad hoc basis where this would help to expedite its work. In addition, the LGBT+EG may co-opt individuals with specific expertise as members in order to deal with specialist items of business, but not to fulfil a representative function. In either case, the individuals may come from within or outwith the University.

## Membership (2022-23)

Where a member is unable to attend, a nominee would be desirable. Alternatively, where a member is absent, and no nominee is available, relevant written updates/feedback should be provided.

<b>Role</b>	<b>Name</b>
LGBT+ Equality Champion (Convener)	Prof Moira Fischbacher-Smith
Head of Equality, Diversity and Inclusion	Mhairi Taylor
Equality, Diversity and Inclusion Policy Adviser	Dr Nighet Riaz
SRC VP Support	Hailie Pentleton
SRC LGBTQ+ Officer	Pablo Moran Ruiz
GULGBTQ+ Students Association - President	Eva Lopez-Lopez
GULGBTQ+ Students Association - VP Secretary	Rachel Skelton
LGBTQ+ Staff and PGR Network Co-Chair	Carlo Van Den Heuvel
LGBTQ+ Staff and PGR Network Co-Chair	Eleanor Capaldi
Academic representative	Dr Emily Nordmann
University Honorary LGBTQ+ Chaplain	Rev Linda Haggerstone
Clerk	Janell Kelly - EDU
<b>Corresponding members</b>	
University Chaplain	Rev Dr Carolyn Kelly
Gender Equality Champion	Prof Sara Carter