Purpose statement

1) To provide a peer support group for LGBTQ+ employees where confidential issues can be discussed in relation to experiences or difficulties which originate from or impact upon the workplace.

2) To identify areas of LGBTQ+ discrimination in the council’s employment practices and service delivery and bring these to the attention of the appropriate Manager/Service Head.

3) To offer ongoing support for LGBTQ+ employees outside regular meetings.

4) To act as a consultative group to influence change for the better in attitudes, policies, procedures and the working environment.

5) To increase awareness and understanding, and promote equal opportunities and fair treatment.

6) On occasion to provide wider policy input to the council on how to make South Gloucestershire a better place for LGBTQ+ people to live and work.

7) The Network aspires to have an outward-looking, ambassadorial role that as a major employer the Council is an LGBTQ+-friendly place to work and can be promoted as such.

8) Membership is open to all LGBTQ+ employees and our allies. The essence of the Network is to be as informal as possible to try to make Network members and others feel happy and comfortable to take part whilst recognising and dealing as effectively as possible with the important and often difficult issues that were the purpose of its’ formation.

9) Meetings will be held bi-monthly with additional, extra-ordinary meetings as required.

10) The Network will have the full support of COMT and the Council and attendance at meetings will be supported. It is a good idea to let your manager know if you are attending so that they can support you to do so.