

Liverpool Diocese LGBT+ Staff Network Terms of Reference

Background

Liverpool Diocese LGBT+ Staff Network is an Employee Resource Group. ERGs are a formal connecting structure for employees who belong to a common group, particularly where it has been recognised that that group has not been heard sufficiently in the past. Members are a resource and support each other in achieving their full potential at work. ERGs are also a resource to their Employer, providing (where appropriate) lived experience perspectives to the Employer on matters related to the demographic group they represent.

Purpose

Liverpool Diocese LGBT+ Staff Network is open to LGBT+ staff employed either by Liverpool Cathedral, Liverpool Diocesan Board of Finance or its associated charities (e.g. The Good Funeral Company, Together Liverpool). It is also be open to any LGBT+ persons who hold a Bishop's Licence in Liverpool Diocese.

The purpose of this group is to:

- To rectify the situation where LGBT+ employees and clergy are unaware of each other
- To create a safe supportive space for LGBT+ employees and clergy to share experiences
- To build encouraging and supportive relationships
- To ensure LGBT+ voices are heard – and listened to
- To offer counsel and challenge to the Bishop around the ongoing Living in Love and Faith conversations, rooted in the belief that LGBT+ people are made in the image of God.

Support

Liverpool Diocese is aware of the need for under-represented ethnic minority groups to have access to social support from people who are more likely to share their experiences. The Diocese supports LGBT+ staff and clergy in this ERG by:

1. Annually nominating a member of the Diocesan Oversight Team as a sponsor for the ERG. This person will be committed to increasing diversity, equity and inclusion within Diocese structures and will actively and visibly support the ERG (both internally and externally).
2. Allocating an annual budget for the next 3 years (2024-26) to cover the costs of external speakers, development programmes, as well as translation services, room hire and refreshments.
3. All ERG members have been allocated 3 hours a month within normal working hours to participate in ERG activities as part of their role. This will ensure that members receive active support from line managers so that they can participate fully and are not pressured or expected to participate in their own time.
4. Inviting new employees and clergy to access the ERG through the induction processes.

Composition and Governance

The ERG will appoint a chair and vice chair to support the organisation and running of the ERG for a period of 12 months. All members will have a part to play in helping set the agenda and developing and delivering a workplan.

This document will be reviewed annually.

Date: