**The Rainbow@NCL Network**

**Terms of Reference**

**Purpose:** The Rainbow@NCL network has been established by and for members of the university community with the purpose of challenging heteronormativity and promoting inclusion of people of all gender, sexual and relationship diversities (GSRD).

**Remit:** We aim to achieve our purpose through engagement in actions which produce transformational change for individuals and groups. We work upwards and outwards through the community and University to support individuals and change structures and systems that do not support them.

**Membership:** Rainbow@ Newcastle is open to PGR students and staff of all genders and sexualities, and in all grades and roles (admin/technical/research/academic/support). Members commit to:

* champion the network within the University
* share communications and information across all Network members
* contribute to making timely decisions and taking action to ensure the thriving of the network and the progress of its mission and purpose
* attend and participate in meetings, events, activities and online fora.

**Activities:** We will engage in and provide the following:

***Advocacy and Education*,** through

* Direct work with students inside and outside the taught curriculum
* Supporting and shaping the transformation of curriculum, programmes and pedagogy to be make them inclusive, and active in the challenge of prejudice and discrimination
* Alliance with NUSU

***Celebration and Promotion of*** diversity and inclusion, through

* Developing, maintaining and enhancing a presence at the University through events and the website
* Connecting to and supporting Pride
* Influencing University policy on all matters relevant to GSRD and LGBT+

***Support*,** through

* Working with other networks at Newcastle University and with GSRD and LGBT+ network at Northumbria University
* Building a web of allies around the university (chaplaincy, etc.)
* Being a contact point for people experiencing bi/homo/transphobia
* Signposting to existing university and community support
* Developing guidelines for staff and students on dealing with bi/homo/transphobia

***Challenge and Transformation*,** through

* Transforming university practice so that GSRD and LGBT+ issues are embedded in planning and always considered in launching new initiatives
* Transforming culture and perceptions to reduce and eliminate everyday homo/transphobia
* Reviewing existing policy and practice so that it can be revised where necessary --> institutional critical friend

**Ways of working:** Rainbow@Newcastle aims to be a collaborative, inclusive and safe space in which members are valued and equal and which adopts a rights-based approach informed by evidence, community needs and practice to developing ideas, initiatives and responding to requests for advice, support and in its advocacy.

**Meetings:** Network meetings work through collaborative leadership and shared responsibility for maintaining our network documentation and records.

* We make decisions by consensus
* We aim to meet at least once term

**6. Disclaimer**

The participation of any member in Rainbow@Newcastle activities is no indication of their gender identity or sexual orientation.

**7. Amendment, Modification or Variation**

These Terms of Reference will be reviewed annually and may be amended, varied or modified then or at other times after consultation and agreement by Network members.

**Date**

**Signed**