LGBT+ Equality Strategy Delivery Group (“Delivery Group”)
Terms of Reference & Membership

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Accessibility
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Terminology
For the LGBT+ community, language is a powerful way of expressing and communicating sexual orientations and/or gender identities. The term “LGBT+” is used in the action plan, and throughout our inclusion work, to refer to people who identify as lesbian, gay, bisexual or transgender, and those who identify with any other diverse sexual or gender identity, which includes but is not limited to asexual, bi-gender, pansexual, gender fluid, non-binary and queer. Language is ever-changing and it is important to continually review the terms used in a spirit of curiosity and with the courage to learn.

Strategy Aims
This strategy aims to improve the representation, progression, retention, experience and success of LGBT+ students and staff at the University of Sheffield. It seeks a joined-up “One University” approach, which builds on the institutional work to date to foster a more inclusive workplace for LGBT+ staff and embeds LGBT+ inclusion throughout the student lifecycle.
More specifically, the strategy is anchored around the following four overlapping and mutually reinforcing objectives:

1. To build on previous work to further develop a fully equitable, inclusive and open culture that facilitates belonging and promotes respect for LGBT+ staff, and taught, research and apprenticeship students, and the wider community.

2. To embed LGBT+ inclusion throughout the taught, research and apprenticeship student experience to best support LGBT+ students in academic, residential, social and wellbeing contexts from pre-application to graduation and beyond.
3. To enhance our LGBT+ inclusion work to meet the needs of all LGBT+ staff communities in a HE environment throughout the employee lifecycle.

4. To position the University as an institution of choice for LGBT+ students and staff, building on and enhancing our reputation at the vanguard of LGBT+ equality to external audiences, including as a positive advocate in the HE sector and Sheffield City Region.

Purpose of Delivery Group
Continuing on from the work of the LGBT+ Strategy Review Group, the Delivery Group will work collaboratively to oversee delivery of the actions contained within the LGBT+ Equality Strategy Action Plan.

The Group will identify, ratify and support an operational lead for each action and establish key collaborators to carry out actions, ensure they are fully engaged in the work and ensure that actions are progressing or are planned in their respective areas.

The Group will agree on key areas of priority and potential quick wins, set direction, discuss and seek to resolve challenges that may present to ensure progress continues, and draw up a budget proposal to take to UEB at appropriate points throughout the implementation.

In pursuing this purpose the Delivery Group will be mindful of other work underway across the University, including work in train or planned under other institutional EDI action plans, and the need to work collaboratively with stakeholders to resolve issues as they arise.

In all of this the Delivery Group will be supported by an Advisory Group, which will serve as a critical friend to offer constructive challenge and feedback to the Delivery Group.

Confidentiality
All data, information and discussions within the Delivery Group must remain confidential, and must not be circulated or discussed outside of the group unless otherwise agreed.

Reporting
Reports to: Council Equality, Diversity & Inclusion Committee.

Meetings
Meetings to be held five times a year, with support from HR.

Membership
Membership consists of key senior responsible stakeholders identified to lead the delivery work in their respective areas (Learning and Teaching, HR, EFM, Student Support Services, Corporate Communications and IT).
LGBT+ Equality Strategy Delivery Group

Chair:
Professor Richard Phillips, Professor of Human Geography

Delivery Group Members:

**One University**
Professor Sheila Francis, Faculty Director One University

**Senior LGBT+ Champion**
Professor Graham Gee, Faculty Director of Education, Social Sciences

**Research**
Deborah Lodge, Director of Research Services and One University Director for Professional Services

**Student Support Services**
Debra Ogden, Deputy Director Student Support Service

**Student Recruitment Marketing & Admissions**
Mark Roberts, Student Recruitment Manager (Faculty Partner)

**Accommodation & Commercial Services**
Caryn Masters, Director ACS

**Human Resources**
Hannah Morgan, Associate Director HR

**Estates and Facilities Management**
Chris Garlick, Head of Property and Business Services

**IT Services**
Arthur Clune, Assistant Director of IT Services

**Corporate Communications**
Lindsey Wilson, Head of Internal Communications

**Secretary:**
Sarah Statham, HR Adviser - Equality Diversity & Inclusion