**CHARTERED SOCIETY OF PHYSIOTHERAPY**

**TERMS OF REFERENCE FOR THE CSP LGBTQIA+**

**MEMBERS NETWORK**

**Revised November 2018**

1. The name of the Network will be CSP LGBTQIA+ Members’ Network.
2. No action shall be taken by the network in any matter affecting the general policy of the CSP without the consent of the Council.
3. **Strategic objectives**
4. Influencing
5. Engagement
6. Support
7. **Objectives**
8. To promote equal access to employment, goods, services and information for LGBTQIA+ CSP members and any other groups challenging social and employment barriers.
9. To raise awareness about LGBTQIA+ issues within the CSP organisation and membership, employers, patients and the general public.
10. To advise, influence and develop CSP and government policy on LGBTQIA+ issues.
11. To offer support to members who are experiencing problems on a personal and professional level due to their race, or ethnic origin, e.g. discrimination or harassment.
12. Promote equality by encouraging representation of LGBTQIA+ members at all levels throughout the CSP.
13. To campaign for full civil rights for all people.
14. To promote equality of opportunity and access for all LGBTQIA+ CSP members in professional, educational and employment issues.
15. To work with others, such as the CSP Employment Committee, the other Diversity Networks, other AHP colleagues and the TUC to achieve this.
16. To support the other diversity network groups in their objectives and be willing to tackle all forms of discrimination against CSP members wherever they may arise.
17. **Membership**

Any physiotherapist, student or associate who self-defines as LGBTQIA+ and has paid the appropriate current annual subscription to the CSP may join the network. Membership entitles them to full voting rights for the election of the officers and representatives of the network.

**Allied Membership**

Allied membership is open to any CSP member who does not self-define as LGBTQIA+ but is an ally and wishes to be included on the membership list to receive information and be invited to events.

1. **Election of Convener**

The post will be advertised via iCSP and anyone interested should contact the officer responsible for the diversity networks with a short statement expressing their interest.

In the event of only one candidate their nomination will be accepted, provided that they have previously attended meetings of the LGBTQIA+ Network Group. In the event of more than one person putting themselves forward, an election will be held.

A statement from each candidate in support of their application will be circulated via iCSP and all members of the network will have an opportunity to vote.

The Convener will be elected for a period of two years. The post may be job shared.

1. **Annual Representative Conference**

The Group will elect up to two delegates to represent it at CSP ARC. Members can contribute their views via the LGBTQIA+ iCSP discussion forum and these will be taken into account by the LGBTQIA+ Group representatives, who will nevertheless retain the ability to listen and decide in the context of ARC debates.

1. **Trade Union Congress LGBT+** **Conference**

The group will have three places at TUC LGBT+ Conference. Expressions of interest will be sought at the relevant network meeting and via iCSP.

Potential delegates will submit a 200 word statement outlining their reasons for wishing to attend TUC and the skills they can bring to the conference.