

LIBERATE



Our Terms of Reference



FREE & EQUAL

UNITED NATIONS FOR LGBT EQUALITY

Our Purpose

The **purpose** of LIBERATE is to:

- Educate and Inform on a wide range of Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) issues through public relations campaigns, events, leaflets, posters, and other media; and through engagement and outreach initiatives.
- Support those who identify as LGBTQ+, their families and friends.
- Challenge societal attitudes and behaviours which discriminate against LGBTQ+ people, and provide advice in tackling homophobia, bi-phobia and transphobia.

Our Stakeholders

The people and organisations who are affected and affect what we do include:

- Accident and Emergency
- Ambulance Service
- Banks
- Businesses and Commerce
- Carers of LGBTQ people

- Customs and Excise
- Dental Practices
- Employers
- Faith Groups
- Families and friends of LGBTQ+ people
- Fire Service
- Government Departments
- Guernsey Physiotherapy Group
- Insurers
- Information Providers (e.g. Citizen's Advice Bureau, Health Connections)
- Charities and non-profit organisations (e.g. MIND, Youth Commission, GDA, Carers Guernsey, Autism Guernsey, Safer, Women's Refuge, etc.)
- Law Officers of the Crown
- Lawyers
- LGBTQ+ people
- Libraries
- Medical Specialist Group
- Mental Health Service
- Other LGBTQ+ organisations
- Police
- Politicians

- Primary Care (GP Surgeries)
- Prison
- Schools
- Secondary Care (Hospital)
- Sixth Form Colleges and Guernsey College of Further Education
- Social Media
- States of Guernsey Assembly (Parliament)
- Tertiary (Off-Island Care)
- The Media
- Trade Unions
- Trade Union Congress

Who are we?

We are an inclusive Group, which welcomes people irrespective of age, belief, disability, gender and gender identity, race, sex or sexual orientation.

The Group's Committee normally meets once a quarter and has an annual AGM and consists of:

- Ellie Jones (CEO)
- Michael Evans (Hon. Secretary)
- Kirsty Davison (Hon. Treasurer)
- Shane Clancy (Trustee)
- Greg Coburn (Trustee)

- Annette Gerrard (Trustee)
- Charles Parkinson (Trustee)
- Blake Willcocks (Trustee)
- Markis Allen (Patron)

and members.

The meeting will be deemed as quorate when 4 or more members are present.

Rules

LIBERATE does not welcome any form of discrimination in respect of:

- Age
- Belief
- Disability
- Gender or Gender Identity
- Race
- Sex
- Sexual Orientation

Anyone who exhibits this type of behaviour will have their membership immediately revoked.

Membership

Full membership of the LIBERATE is open to all individuals who are generally supportive of realising and developing equality for lesbian, gay, bisexual, transgender, queer and questioning people

regardless of age, belief, disability, gender and gender identity, race, sex or sexual orientation.

Full membership may be obtained by those eligible by registering with the Hon. Secretary of LIBERATE.

Affiliation/Supporters Network

Businesses and organisations who are LGBTQ+ friendly are welcome to affiliate with LIBERATE by contacting the Hon. Secretary.

Those wishing to affiliate may be given permission to carry LIBERATE'S logo and name on their stationery, and will be given a LIBERATE sticker to display on their window. Businesses who wish to contribute through a donation to the work of the group are more than welcome to do so.

Dissolution of LIBERATE

Upon the dissolution of LIBERATE, no official, officer, committee member, or member shall benefit from the remaining funds. Any remaining funds shall be disbursed to the Association of Guernsey Charities with the express wish that the funds be used towards the benefit of the LGBTQ+ Community in the Bailiwick of Guernsey.

Changing these Terms of Reference

These terms of reference may be amended by a quorate meeting of the LIBERATE Committee but proposed changes must be notified to the whole three weeks in advance of the meeting.

Updated February 2021