

# 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 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, biphobia, transphobia, etc.

## **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 Information Exchange)
- Charities and non-profit organisations (e.g. Broken Rainbow, MIND, Drug Concern, the Hub, GDA, Schools Out, Stonewall, Terence Higgins Trust, 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 race, gender, disability, religious belief, gender identity or sexual orientation.

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

- Markis Allen (Hon. Chair)
- Ellie Jones (Hon. Vice Chair)
- Kate Evans (Hon. Secretary)
- Hollie Johnson Tart (Hon. Treasurer)
- Pippa McCathie (Trustee)
- Niall McCathie (Trustee)
- Charles Parkinson (Trustee – to be signed in)
- Hugo Forrester (Trustee – to be signed in)
- Annette Gerrard (Trustee – to be signed in)

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:

- Race
- Gender
- Disability
- Religious Belief
- Gender Identity
- 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 and transgender people regardless of race, gender, disability, religious belief, gender identity and 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 will be allowed 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 Lesbian, Gay, Bisexual, Transgender and Questioning 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 June 2018**