

Greater Manchester LGBTQ+ Panel

Terms of Reference

The Greater Manchester LGBTQ+ Panel tackles inequality, injustice and discrimination in society, through the advancement of equity, fairness and positive relationships in public organisations and the services they deliver.

The Panel does this by:

- Advising the Mayor of Greater Manchester and the Greater Manchester Lead for Ageing and Equalities of the challenges and opportunities faced by people in the LGBTQ+ Community.
- Holding to account political leaders for tackling the systemic and institutional prejudice that causes inequality.
- Supporting the Greater Manchester Combined Authority (GMCA) and its public, private and voluntary sector partners, to develop effective solutions to these issues.

Aims

- The Panel supports, and constructively challenges, delivery of the Greater Manchester Strategy by strengthening the voice of people from different LGBTQ+ backgrounds in shaping and influencing policy development, decisions and delivery.
- The Panel oversees the progress of public agencies in tackling inequality, tracking agreements to improve equity and providing insight to inform new ways of working.
- The Panel works collaboratively with public service officers to design new ways of working, which:
 - positively uses the assets, strengths and resources in communities;
 - engages partners and local people at the earliest possible stage; and
 - prioritises equitable access and tackling inequality in their intended outcomes.

Objectives

- The Panel promotes positive role models, particularly in leadership positions, public services, civic society and with the business community.
- The Panel is visible in communities and in public life, reflecting the skills, knowledge and experience of a diverse range of LGBTQ+ communities.
- The Panel seeks to improve outcomes across public life for all LGBTQ+ people, and irrespective of race and ethnicity, gender, disability, faith, sexual orientation, marriage status or age.
- The Panel is aware of and adds value to the LGBTQ+ specific activity taking place in the ten districts of Greater Manchester.
- The Panel raises awareness of services and support available, supporting communicating to communities.

- The Panel campaigns on the behalf of the community, influencing local, regional and national decision-makers.
- The Panel contributes their insight to internal and external research, commissions and reviews, and supports the engagement of communities in these where required.

Operating principles

- The Panel will tackle issues using:
 - People who have experience of the inequality being tackled (expert by experience).
 - People senior enough within institution(s) who are able to take decisions that make a difference.
 - Subject matter experts who have knowledge and some solutions to these issues.
- The Panel will prioritise their workload, focusing their efforts to maximise impact.
- The Panel will take an intersectional approach where appropriate, collaborating with other GM Equality Panels and networks.
- The Panel is aligned to the principles of an inclusive society recognising that all have full and equal rights.
- The Panel will be transparent, with its work open to all communities across Greater Manchester.

Standing Orders

Accountability

The Panel acts in an advisory role and reports directly to the Portfolio Lead for Ageing and Equalities. The Panel escalates concerns and issues to the Portfolio Lead, including in relation to the support of public services and commitment to change.

Whilst the Panel does not have any decision-making authority within the constitution of the GMCA it should use its work and influence to support that wider decision making and policy development. The Panel is able to escalate significant matters to the GMCA for consideration.

The Panel prepares and maintains a work programme, and reports progress, issues and key findings annually to the Portfolio Lead and GMCA.

Number and type of meetings

The Panel will meet on a monthly basis as required with 2 meetings each year set aside to discuss work planning and preparation of the annual report to GMCA.

Membership and the size of the Panel

The Panel will decide on the size of its membership. The panel's membership should aim to reflect the diversity of Greater Manchester, with a broad representation across different equality strands, the 10 districts and across sectors.

Collectively, panel members possess strong links to the communities that they provide the voice of, through grass roots organisations and established representative networks.

Individually, panel members sit as a member of the public, providing a voice from their community, whilst expressing their own views. They do not formally represent a specific organisation or group. The Panel builds on these to achieve a 'collective good', rather than promoting the interests of one community or organisation over others.

The Panel should review its membership on a regular basis and take decisions to enhance skills gaps or membership as part of that discussion.

Members serve a two year term which can be further extended for another term via discussions with the Chair and annual self nomination.

Quorum for meetings

The quorum for the Panel is half of the Panel membership.

Panel Chair/s

A separate Role Profile for the position of Panel Chair is incorporated into this document.

The Chair/s will ensure that:

- Meetings of the Panel are conducted in a fair, equitable and transparent business-like fashion.
- Agreed conclusions, recommendations and action points are clear.
- A shared culture and language, common purpose and trust are endorsed through a collaborative leadership style.
- The Panel is politically impartial, promoting the 'collective good' at all times.

In addition, the Chair/s will:

- represent the panel on the Tackling Inequalities Board.
- report progress to the Portfolio Lead.
- work with the Chairs of the other Greater Manchester advisory panels, in order to coordinate and align activity.
- be the public face of the panel, providing media quotes and attending relevant events.
- communicate the work of the Panel to the wider community.

The Chair/s can delegate tasks to appropriate Panel members and support with the above will be provided by Manchester Pride and GMCA staff.

The position of Chair will be rotated in at least two yearly intervals.

Following the completion of a Chair's three-year appointment expressions of interest will be sought from other Panel members with an interest in taking up the role.

The process for the selection of the Chair will be supported by an independent advisor in consultation with the retiring Chair and all panel members and the GMCA (for information).

Panel Members

Principles

As a member of the LGBTQ+ Panel you have the responsibility to uphold the following principles:

- The Panel seeks to represent no party-political view.
- The discussions of the Panel are to be solely issue based.
- The Panel will ensure that residents from different LGBTQ+ backgrounds across Greater Manchester are given a voice on the issues that affect them.
- The Panel will ensure that every person who participates in its work has their rights respected and protected.
- The Panel endorses a collaborative and co-operative model and works to ensure its achievement.

Responsibilities

During your term of office, it is your responsibility to:

- Engage with a wide range of people in the community, actively seek out the voices of people who are not currently heard and represent all views at Panel meetings.
- Champion the work of the Panel to encourage wider participation and buy-in to its work.
- Take forward any actions that they have agreed to develop, and report back any progress to the Panel in the timescales agreed.

Expectations

The following are expected of members during their term of office:

- Make every effort to attend meetings; substitutes will not be allowed.
- Be prepared for the meetings and have read papers circulated in advance.
- Commit a minimum of twelve half days to the work of the Panel over a period of 18 months.

Support

Panel members can expect to receive the following support from the GMCA:

- Reasonable travel and other out of pocket expenses incurred through the work of the Panel will be reimbursed
- Regular notice and information about meetings and events
- Opportunities to attend other relevant city-region and national events, meetings and activities