

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

1. Name

- 1.1 The network shall be called 'Rhwydwaith Lesbaidd, Hoyw, Deurhywiol a Thrawsrywedd + Heddlu Cymru' (abbreviated to 'Rhwydwaith LHDT+ Heddlu Cymru').
- 1.2 The network may also be known by its equivalent English name: 'Wales Lesbian, Gay, Bisexual and Transgender + Police Staff Network' (abbreviated to 'Wales LGBT+ Police Network').

2. Area of Operation

- 2.1 The network will operate within Wales (United Kingdom), specifically in the area under the jurisdiction of the Police and Crime Commissioners of Dyfed-Powys, Gwent, South Wales and North Wales Police.
- 2.2 The principal office of the network shall be the Police Headquarters of the Secretary at that given time.
- 2.3 The network is a non-statutory Staff Association which is a member association of the National LGBT+ Police Network.
- 2.4 This network replaces the existing LGBT+ Staff Networks of Dyfed-Powys, Gwent, North Wales and South Wales Police and replaces any Constitution of those networks. Force Branches of this network replace the existing force-level LGBT+ Staff Networks.
- 2.5 Any reference to Chief Constables and/or Police and Crime Commissioners within this constitution refers equally to the Chief Constables and/or Police and Crime Commissioners of Dyfed-Powys, Gwent, South Wales and North Wales Police.
- 2.6 The business of the network will be conducted through the mediums of Welsh and English, and all external documents of the network shall be made available in both languages.

3. Aims

- 3.1 The aims of the network are to:
 - Provide a voice for LGBT+ Police Officers, Police Staff, Special Constables and Volunteers in Wales.
 - Promote equal opportunities for LGBT+ police service officers, staff and volunteers in Wales.
 - Offer LGBT+ advice, support and opportunities for development to Police Officers, Police Staff, Special Constables and Volunteers in Wales.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- Work in partnership with the Police and Crime Commissioners and Chief Constables to ensure that the policies, practices and facilities of the police services in Wales are supportive and non-discriminatory of LGBT+ police service officers, staff and volunteers.
 - Work with the Police and Crime Commissioners and Chief Constables towards improved relations between the police service and the LGBT+ community.
 - Advise the Police and Crime Commissioners and Chief Constables on engagement with the LGBT+ community.
- 3.2. The network is non-political, and its aims are intended to be in accordance with current police service requirements and policies.
- 3.3. The network is not seeking to be a representative body or to supersede any statutory staff association or other representative body.

4. Membership

- 4.1 Membership of the network is available in two categories:
- Full
 - Ally of the Network
- 4.2 Membership shall be approved by the Executive Committee, who reserve the right to refuse membership or to suspend or expel members from the network.
- 4.3 The membership period shall continue until either a member chooses to revoke their own membership or in the event that the Executive Committee expel the said member.
- 4.4 A member of the network shall automatically become an equivalent member of their Force Branch and vice versa.
- 4.5 A list of members of the Network (and therefore each Force Branch) shall be kept by the Membership Secretary. The most up-to-date list shall be made available to all Executive Committee members to enable open communication within the network.
- 4.5.1 By becoming a member of the Network, members consent to their details being stored by the Membership Secretary by means agreed by the Executive Committee, and consent to being part of an open distribution list which is visible to other members.
- 4.6 Any member may have their membership of the network suspended by a Co-Chair of their Force Branch, unless that member is themselves a Co-Chair of their Force Branch, then the decision to suspend must be made by two (2) other members of the Executive Committee.
- 4.6.1 The decision to suspend a member shall be reviewed at

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- the next Executive meeting (if this is more than 14 days from the date of suspension and is being chaired by a member from another force).
 - the following Executive meeting.
- 4.6.2 During suspension, the member may make written representations regarding their suspension, and may attend a meeting of the Executive Committee where their suspension is to be discussed, and may make verbal representations under the direction of the chair of that meeting.
- 4.6.3 Suspended members may not attend any other meetings of the network and may not vote during a period of suspension.
- 4.6.4 At a review of the suspension, the Executive Committee will have 3 options available to them
- Revoke the suspension and return the member to their original category of membership.
 - Extend the period of suspension to a specified future meeting.
 - Expel the member (the Executive Committee shall also determine at that point the length of expulsion).
- 4.7 Full membership is available to serving or retired
- Police Officers
 - Special Constables
 - Police Staff
 - Police Volunteers
- directly appointed or employed (or previously directly appointed or employed) by a Police and Crime Commissioner or Chief Constable.
- 4.8 Members whose appointment or employment by a Police and Crime Commissioner or Chief Constable is suspended will retain their membership but may not attend any meetings of the network (unless explicitly invited to attend a meeting to discuss the suspension) and may not vote during a period of suspension.
- 4.9 On leaving the police service, other than by means of retirement, membership of the Network shall cease.
- 4.10 'Ally of the Network' Membership is available to individuals who satisfy any joining criteria determined by the Executive Committee.
- 4.11 The Executive Committee may award Honorary membership to individuals who have made an outstanding contribution to the network. The Executive Committee will determine objective criteria for awarding Honorary Membership and will define membership benefits. Honorary Membership will be for life unless revoked by the Executive Committee or cancelled by the member.
- 4.12 'Ally of the Network' members do not have voting rights in the network.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

4.13 Honorary Members of the network do not have voting rights, except where the Honorary Member would also be eligible to hold Full Membership of the network.

5. Executive Committee

5.1 The network shall have an Executive Committee consisting of:

- Co-chairs of Dyfed-Powys Force Branch
- Co-chairs of Gwent Force Branch
- Co-chairs of South Wales Force Branch
- Co-chairs of North Wales Force Branch

5.1.1 Additionally, full members may be co-opted onto the Executive Committee for a fixed period, as demand requires. Co-opted members will become full members of the Executive Committee and will have the same rights as elected members during the fixed period for which they have been co-opted.

5.2 The Executive Committee shall be comprised of Police Officers, Police Staff, Special Constables and Volunteers presently appointed or employed by a Chief Constable or Police and Crime Commissioner.

5.3 The Secretary of the Executive Committee shall be responsible for keeping an up-to-date list of the present Executive Committee members of the Network, together with contact details and responsibilities, and shall circulate the most up-to-date list to all Executive Committee members whenever changes to the list are made.

5.3.1 Force Branch Co-Chairs shall ensure that the membership of each Force Branch has ready access to the most up-to-date list of Executive Committee members of the Network via the most effective method of reference (e.g. intranet page for the Force Branch).

5.4 The Executive Committee will appoint its own members into one or more of the following roles:

- National Network Representative
- Secretary of the Executive Committee
- Treasurer and Merchandise Lead
- Membership Secretary
- External Engagement/Pride Lead
- Internal Communications Lead
- Social Media / Website Lead
- Member Development Lead

5.5 The Executive Committee may appoint members as Deputies to the roles in 5.4 as they see fit.

5.6 Additionally the Executive Committee may appoint members into further roles to support the strategic aims of the network at that given time.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 5.7 The Executive Committee may delegate its powers and responsibilities accordingly.
- 5.8 The Executive Committee may appoint members of the network (including retired members) to act as 'Adviser' to the Executive Committee. Advisers do not become members of the Executive Committee, and although they have a right of attendance whilst holding the role of 'Adviser', they do not have a vote.

6. Meetings of the Executive Committee

- 6.1 The Executive Committee shall meet regularly, at least four (4) times every twelve (12) months at a time, date and place determined by the Executive committee.
- 6.2 The dates and times for the following four (4) meetings of the Executive Committee shall be set twelve (12) months in advance on a rolling basis, however these dates can be changed at shorter notice by the Executive Committee in urgent cases to ensure attendance.
 - 6.2.1 The dates of the following four (4) meetings of the Executive Committee shall be published to all members of the network through the Force Branches via the most effective method of reference (e.g. intranet page for the Force Branch).
- 6.3 All members of the Executive Committee shall be invited to meetings of the Executive Committee, and barring exigencies of duty shall be released by their respective Chief Constable from their ordinary duties to attend such meetings.
- 6.4 Although the Network has no formal Chairperson, the meetings of the Executive Committee shall ordinarily be chaired by the person elected by the Executive Committee to hold the role 'National Network Representative' or their elected deputy. A person may not chair a meeting at which they are the subject of a motion (such as, but not exclusively, those in clauses 6.15.1, 6.23 and 6.24).
- 6.5 Attendance can be either in person or via electronic means such as telephone/video conferencing facilities, and those attending remotely via such means will be deemed to be present at the meeting.
- 6.6 The Executive Committee shall have five (5) executive members representing three (3) forces present for a quorum and will take all decisions on the basis of simple majority.
- 6.7 Where a quorum is not present, the meeting may proceed, but voting on any motion shall be suspended until the next meeting where a quorum is present.
- 6.8 In the event of an even vote, the proposed resolution will be found not to have been either passed or rejected on that occasion, and may be re-voted upon at a subsequent meeting following further discussion. The chair of the meeting does not have an additional, casting vote.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 6.9 Reports from each portfolio lead, and any proposed motions should be submitted to the Chair at least fourteen days prior to the meeting.
- 6.10 An agenda shall be submitted to all members of the Executive Committee at least seven days prior to the meeting.
- 6.11 The Executive Committee shall appoint a minute secretary for each meeting.
- 6.12 Any Member of the network may attend any Executive Committee meetings; may propose motions and participate in any discussion. However, any vote taken shall be limited to Executive Committee members only.
- 6.13 Meetings of the Executive Committee shall be held in private and all discussions of the Executive Committee whether in a private meeting room or via other agreed electronic forms shall be considered to have been conducted under the Chatham House Rule.
- 6.14 Should a meeting, or part thereof, need to have the Chatham House Rule waived, following decision by the Chair of that meeting, then all participants shall be made aware that the rule has been waived, and the reason why, prior to their participation in that meeting, or part thereof. If waived for a part of a meeting, it should then be made clear when the waiver ceases and the Chatham House Rule is reinstated.
- 6.15 Should a member of the Executive Committee feel that a person's conduct during a meeting of the Executive Committee amounts to misconduct, then they should bring it to the attention of the Chair of the meeting in which the conduct occurred. It shall be for the Chair of that meeting to determine whether a motion should be put forward to the Executive Committee. Such a motion should consider whether clause 6.13 should be breached and whether the matter should be dealt with internally by a motion under clause 6.24 or whether the matter should be investigated by an external body (such as a Professional Standards Department). If there is a requirement to schedule a meeting sooner to discuss such a motion then this should be done under the provisions of 6.21. If it is resolved by the Executive Committee that the conduct amounts to misconduct and that it be referred to an external body for investigation, the chair shall determine that clause 6.13 be breached and refer the allegation to the relevant external body for investigation. If the allegation is regarding the Chair's conduct the decision on whether to put forward such a motion shall be made by the Deputy Chair.
- 6.15.1 Similarly, should the Chatham House Rule need to be breached owing to allegations of misconduct by a member of the Executive Committee during electronic discussions of the collective Executive Committee, a process similar to that stipulated in 6.15 shall be put in place.■

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 6.16 Minutes of meetings will be agreed by Executive Committee members before further dissemination at Force Branch level.
- 6.17 Persons holding the following roles shall have a right of attendance (but not to vote) at meetings of the Executive Committee:
- Chief Constables (or their representative)
 - Police and Crime Commissioners (or their representative)
 - Co-chairs of the National LGBT+ Police Network
- 6.18 The Executive Committee may exclude any non-executive members from its meeting on a sensitive matter.
- 6.19 In urgent cases where this constitution is silent, a member of the Executive Committee may take action as is required without a vote of the Executive Committee, the member will give a report at the next meeting where the matter will be discussed and a vote taken if necessary.
- 6.20 The Executive Committee may appoint sub-committees as required. The terms of reference for the sub-committee shall be set by the Executive Committee prior to it convening, and the Executive Committee should appoint a member to Chair the sub-committee who will then report back to the Executive Committee.
- 6.21 Extra-ordinary meetings of the Executive Committee may be called providing reasonable notice is given to Executive Committee members, however these shall only discuss the urgent business which has caused the need for an extra-ordinary meeting to be held. The ordinary business of the Executive Committee shall only be discussed at ordinary quarterly meetings.
- 6.22 Where a member of the Executive Committee is absent from two properly convened meetings in succession, the Chair of the second meeting shall consider writing to that member's Chief Constable to bring their absence to the Chief Constable's attention. This is to ensure that the member is released from their duty for future meetings.
- 6.23 Where a member of the Executive Committee is absent from properly convened meetings over a prolonged period of time, a motion should be put to the committee for consideration of removing the person from their role as a member of the Executive Committee. The member subject of that motion shall be invited to make verbal or written representations prior to the taking of a vote, but shall not vote on that particular motion. If that motion is passed and becomes a resolution, that post will become vacant, which in the case of a Force Branch Co-Chair will trigger the election process for a new Co-Chair for that Force Branch.
- 6.24 In extreme circumstances, where the Executive Committee feel that a person has failed to uphold their role adequately, or have conducted themselves on network business in a way which discredits the network or its members, then a motion may be put to the committee for consideration of removing the person from their role as a member of the Executive Committee.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

The member subject of that motion shall be invited to make verbal or written representations prior to the taking of a vote, but shall not vote on that particular motion. If that motion is passed and becomes a resolution, that post will become vacant, which in the case of a Force Branch Co-Chair will trigger the election process for a new Co-Chair for that Force Branch.

7. General Meetings of the entire Network

- 7.1 The entire network shall meet annually (as an Annual General Meeting of the network) at a time, date and place determined by the Executive committee.
- 7.2 All members of the network (full and ally) shall be invited to such General Meetings, and barring exigencies of duty shall be released by their respective Chief Constable from their ordinary duties to attend such meetings.
- 7.3 The meeting shall be chaired by the Chair of the Executive Committee.
- 7.4 Attendance can be either in person or via electronic means such as telephone/video conferencing facilities, and those attending remotely via such means will be deemed to be present at the meeting.
- 7.5 As well as a tenth (10%) of its Full membership at that given time, the General Meeting shall have representatives from three (3) forces present (or having placed their votes by alternative methods) for a quorum and will take all decisions on the basis of simple majority.
- 7.6 Where a quorum is not present (or has not placed their votes via alternative methods), the meeting may proceed, but voting on any motion shall be suspended until the next General Meeting where a quorum is present.
- 7.7 In the event of an even vote, the proposed resolution will be found not to have been either passed or rejected on that occasion, and may be re-voted upon at a subsequent meeting following further discussion. The chair of the meeting does not have an additional, casting vote. .
- 7.8 Reports from each portfolio lead, and any proposed motions should be submitted to the Chair at least one (1) month prior to the meeting.
- 7.9 Notice of the General Meeting shall be provided to all network members at least one (1) month prior to the meeting, and an agenda provided two (2) weeks prior to the meeting. .
- 7.10 All persons holding 'Full Membership' shall have the right to vote on any motion
- 7.11 The Executive Committee shall appoint a minute secretary for each General Meeting.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 7.12 Persons holding the following roles shall have a right of attendance at General Meetings of the network:
- Chief Constables (or their representative)
 - Police and Crime Commissioners (or their representative)
 - Co-chairs of the National LGBT+ Police Network
- 7.13 Extra-ordinary General Meetings of the network may be called providing reasonable notice is given to members, however these shall only discuss the urgent business which has caused the need for an extra-ordinary General meeting to be held. The ordinary business of the network shall only be discussed at ordinary network Annual General Meetings.

8. Meetings of the Force Branches

- 8.1 The members from each force shall be invited to meetings of their own force branch, which shall meet at least four (4) times during a 12 month period at a time, date and place determined by the Co-chairs of that Force Branch.
- 8.2 All members of the network (Full and Ally) from that force shall be invited to Force Branch Meetings, and barring exigencies of duty shall be released by their respective Chief Constable from their ordinary duties to attend such meetings.
- 8.3 Attendance can be either in person or via electronic means such as telephone/video conferencing facilities, and those attending remotely via such means will be deemed to be present at the meeting.
- 8.4 The Force Branch, in consultation with the Executive Committee, shall determine an appropriate quorate for its meetings.
- 8.5 Where a quorum is not present, the meeting may proceed, but voting on any motion shall be suspended until the next Force Branch meeting where a quorum is present.
- 8.6 All persons holding 'Full Membership' shall have the right to vote on any motion
- 8.7 The role of Chair will ordinarily be undertaken by one of the Co-Chairs. The Co-Chairs shall share responsibility for the chairing of Force Branch meetings, and the Chair of a particular meeting decided in advance of the meeting. In the event of an even vote, the chair of that particular meeting shall have an additional, casting vote.
- 8.8 Reports for consideration, and proposed motions should be submitted to the Chair at least two (2) weeks prior to the meeting.
- 8.9 An agenda shall be submitted to all members of the Force Branch at least seven (7) days prior to the meeting.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 8.10 Meetings of the Force Branch shall be held in private and all discussions of members of the Force Branch whether in a private meeting room or via other agreed electronic forms shall be considered to have been conducted under the Chatham House Rule.
- 8.11 Should a meeting, or part thereof, need to have the Chatham House Rule waived, following decision by the Chair of that meeting, then all participants shall be made aware that the rule has been waived, and the reason why, prior to their participation in that meeting, or part thereof. If waived for a part of a meeting, it should then be made clear when the waiver ceases and the Chatham House Rule is reinstated.
- 8.12 Should a member of the Force Branch feel that a person's conduct during a meeting of the Force Branch amounts to misconduct, then they should bring it to the attention of the Chair of the meeting in which the conduct occurred. It shall be for the Chair of that meeting to determine whether a motion should be put forward to the Executive Committee to consider in a process identical to that described in clause 6.15.
- 8.12.1 Similarly, should the Chatham House Rule need to be breached owing to allegations of misconduct by a member of the Force Branch during electronic discussions of the collective Force Branch, a process similar to that stipulated in clause 6.15 shall be put in place.
- 8.13 Minutes shall be taken at each Force Branch meeting.
- 8.14 Persons holding the following roles shall have a right of attendance (but not vote) at Force Branch meetings of the network:
- Chief Constable (or their representative) of that force only
 - Police and Crime Commissioner (or their representative) of that force only
 - Co-chairs of the National LGBT+ Police Network
 - Members of the Executive Committee of the Wales LGBT+ Network
- 8.15 Extra-ordinary Force Branch meetings may be called providing reasonable notice is given to members, however these shall only discuss the urgent business which has caused the need for an extra-ordinary Force Branch meeting to be held. The ordinary business of the Force Branch shall only be discussed at ordinary Force Branch meetings.

9. Election of Force Branch Co-Chairpersons (Co-chairs)

- 9.1 The members from each Force Branch shall elect 2 Co-Chairs of their Force Branches.
- 9.2 Each Co-Chair must be a Full Member of the network at the point of nomination.
- 9.3 Appointment as a Co-Chair shall be for a period of 3 years.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

- 9.4 An election of a Co-Chair will be held upon the expiry of the 3 year term, or the vacation of the post. In the event that a mid-term election is conducted, the successful candidate will not start a new 3 year term, but complete the term of their predecessor.
- 9.5 In preparation for such an election, the Force Branch will appoint a Returning Officer who will be responsible for approving nominations, receiving and counting ballots and identifying spoilt ballots. The Returning Officer should ordinarily be a member of that Force Branch, however under the direction of the Force Branch, an existing Executive Member of the network may undertake the duties (i.e. a representative from another force).
- 9.6 The Returning Officer is disqualified from standing in that election.
- 9.7 Where a mid-term election is conducted for a new Co-Chair owing to their vacation of the post following a resolution of the Executive Committee (such as in 4.6.4, 6.23 and 6.24) then the vacating Co-Chair is disqualified from standing in that election unless expressly allowed to do so in the resolution that made their post vacant.
- 9.8 Votes may be cast personally or by electronic means decided by the Force Branch.
- 9.9 All nominees must have a proposer, and will only appear on the ballot under the discretion of the Returning Officer.
- 9.10 As Co-Chairs should be reflective of gender and sexual diversity, where possible they should not be from the same gender or sexual identity identifier.
- 9.11 The returning officer will utilise a voting system decided by the Force Branch.
- 9.12 At least two calendar months notice will be given to the members of the Force Branch of an election.
- 9.13 Ballot papers (or instructions for other electronic voting means) will be sent out to all voting members at least one calendar month before the election date.
- 9.14 All candidates to election will complete pro-forma curriculum vitae, which will be posted or emailed to all Force Branch members with the requests to vote.

10. Amendments to the Constitution

- 10.1 A Simple majority at a General Meeting may make any amendments to this Constitution.
- 10.2 Details of any proposed amendments shall be sent to members with the notice of the meeting.

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

11. Finance

11.1 An income and expenditure account shall be held and a balance sheet showing the financial position of the network will be produced each year.

12. Interpretation

12.1 In the event of any question of interpretation or any question on which this Constitution is silent, the Executive Committee reserves the right to act according to its interpretation of the Constitution or at its discretion.

12.2 No word of construction in this Constitution shall be taken to imply any discrimination whatsoever with regard to sexual orientation, gender or gender identity, race, religion, age, pregnancy, disability or marital status.

12.3 The Constitution may be clarified on any point by the drafting of a schedule.

12.4 Where reference is made in this constitution to the Chatham House Rule, it is understood as: "When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor affiliation of the speaker(s), nor that of any other participant, may be revealed."

13. Winding up procedure

13.1 Following an Executive Committee Meeting decision, calling for the network to be wound up, a ballot of all members shall be held.

13.2 A 2/3 majority will be required to wind up the Association.

13.3 After meeting all remaining liabilities, the Executive Committee will be responsible for disposing of any remaining assets, either by dividing them between the Police and Crime Commissioners or if financially impracticable, by donation to a charity nominated by the Executive Committee.

Ends

Cyfansoddiad Rhwydwaith LHDT+ Heddlu Cymru

Wales LGBT+ Police Network Constitution

As at 10/03/2020

Appendix A - Role Descriptions - Co-chairs and Executive Committee Members

The **Co-Chairpersons** of each Force Branch shall:

- Have overall responsibility for the running of the Force Branch
- Represent the Wales LGBT+ Network and their own Force at community LGBT+ events within their force area whenever possible
- Provide advice and guidance to the Chief Constable, Police and Crime Commissioner and their representatives on LGBT+ matters, including advice and guidance on Community Engagement and attendance by their force at LGBT+ events.
- Provide confidential support, advice and guidance to members of the Force Branch regarding member development and tackling discrimination.
- Organise all Force Branch meetings and agendas.
- Chair all Force Branch meetings where possible.
- Ensure that the Force Branch meets at least twice per year.
- Provide quarterly reports to their force's Equality Gold Group (or equivalent) on LGBT+ Network activity that assists the Force with positive action and meeting the Force's equality and diversity objectives.
- Update the Executive Committee quarterly on a summary of the business of their Force Branch, including any discriminatory policies, procedures and work practices identified in their respective forces, which will assist the Executive Committee in identifying any trends and remedies.
- Ensure that any Terms of Reference between their Chief Constable and their Force Branch and/or the Wales LGBT+ Police Staff Network are met.
- Represent the Wales LGBT+ Police Staff Network to their respective Chief Constable and Police and Crime Commissioner.
- Assist their respective Chief Constable and Police and Crime Commissioner in identifying and addressing discriminatory policies, procedures and work practices in their respective forces.
- Participate in Case Conferences with Professional Standards on LGBT+ related matters.

In addition to the above, the **Executive Committee Members** shall collectively:

- Ensure that the Delivery Plan aims and objectives of the LGBT+ Network are met.
- Nominate themselves to work on one or more portfolios of work.
- Update the Executive Committee quarterly on the progress of their portfolio.
- Attend at least three (3) quarterly meetings of the Executive Committee per year
- Participate in events of the Network where able.
- Ensure that the Constitution is adhered to and that any amendments required to make it fit for purpose are brought to the attention of the Network at its next General Meeting.
- Be responsible for producing annual plans for the Network
- Write annual Business Cases for the Network annual budget and submit to the force Co-chairs for submission to their respective Chief Constables as required