



# LGBT Staff Newsletter

## **WELCOME !**

Welcome to the latest LGBT Staff Update. There has been plenty happening since the last newsletter and there's plenty planned for LGBT History Month and beyond!

Since the last newsletter we've had a number of successful events, gatherings and meetings. As always, ideas for future events are welcome. The Stonewall application process is now complete and you'll be able to read more about it below.

Finally, we're honoured to have Professor Nancy Rothwell as specially invited guest at the next Staff Network Group Meeting—we hope to see as many of our 160 members there as possible.

## **LGBT History Month 2012**

Thanks to everyone's input and ideas we have a really great programme of events throughout February. We've been able to gather a number of other things happening at university based venues too, so the appeal of the type and nature of activities is really far-reaching.

Some of the highlights will include:

- Presentation on same sex couples adopting
- Session about midlife gay men growing older in Manchester
- Documentary and film screening
- Badminton tournament

Of course there are many other events in and around campus throughout the month, so if you know of anything, then keep everyone informed.

Our full timetable can be seen on the E&D intranet pages:

[www.manchester.ac.uk/staffnet/equalityanddiversity](http://www.manchester.ac.uk/staffnet/equalityanddiversity)

We hope there's something for everyone. The events are being widely advertised, but if you know of another opportunity, please make this known.

The message we are communicating across all of the programme is that although you might not be lesbian, gay, bisexual or Trans, a family member, relative, colleague or friend might be, so by supporting these events, you are supporting them.



## **Stonewall Application**

The Network Group has been working on obtaining accreditation in the Stonewall Top 100 employers index which recognises the most gay friendly employers in the UK. We came 235 out of 363 companies which is a respectable position as competition is fierce for the top 100 and we are up against many multinational organisations including Barclays, IBM and American Express.

We were commended on our LGB policy and practice and the Network Group also had a special mention due to the activities we run but also for being engaged. So well done to all and let's keep up the good work, especially with the events in February celebrating LGBT History Month.

Due to our success this we are now starting work on this year's upcoming index. We are looking for people to get involved with the Index and get us closer to a Top 100 position! If you're interested please contact Daniel—[daniel.taylor@manchester.ac.uk](mailto:daniel.taylor@manchester.ac.uk)

## Turing Exhibition

From 24th March until 18th November Manchester Museum will have an exhibition dedicated to Alan Turing. This brings together information, history and opinions about the great mathematician from a variety of sources. Lend your support to this great piece of work championed by a network group member in 2012 which would have been Turing's 100th birthday

[www.museum.manchester.ac.uk/whatson/exhibitions/alanturingandlifesenigma](http://www.museum.manchester.ac.uk/whatson/exhibitions/alanturingandlifesenigma)

## Survey

The LGBT survey around bullying and harassment is now closed. Thanks to the supreme efforts of network group members we had nearly 450 respondents. The findings were presented at the LGBT Staff Network Group meeting in January and will be used as a basis for questions to Nancy Rothwell at the April meeting. In the meantime, if you would like to see the findings or require any further information please contact Geoff: [geoff.blunt@manchester.ac.uk](mailto:geoff.blunt@manchester.ac.uk)

## Family-Friendly Policies

Did you know that the University's policies apply equally to LGBT staff and parents? Established policies include:

- Maternity / Paternity and Adoption Leave
- Flexible working Policy
- Parental Leave

These policies also reflect legislative changes that took place from 3 April 2011 that allows members of staff to share leave with their partners. For further information see:

[www.staffnet.manchester.ac.uk/employment/policies-and-procedures/](http://www.staffnet.manchester.ac.uk/employment/policies-and-procedures/)

## Forthcoming Events

**FILM:** Following an enjoyable screening of 'But I'm a Cheerleader' in November we're looking for future titles that everyone can enjoy! The next screening will be in May to coincide with IDAHO and we'll continue to use our venue of Council Chamber in Sackville Street Building, unless an alternative venue can be found.



**BOOK:** The next meeting of the book group will be **Thursday 29th March** in Kro Bar (opposite the Student's Union) from 5pm. The meetings are very informal and a great opportunity to meet other network members over a glass (or two) of wine. The chosen book is "The Front Runner" by Patricia Nell Warren which fits in well with 2012 being Olympic year! Why not pick up the book for some winter reading and join us in March to discuss and share your thoughts? Email: [Stephen.Johnston@manchester.ac.uk](mailto:Stephen.Johnston@manchester.ac.uk)

**WALK:** The monthly walks continue to different spots around the North West (and slightly beyond!). The next planned walk will be on **Sunday 12th February** and takes in the Anthony Gormley sculptures at Crosby.—it's approximately 6 miles starting in Hightown and ending in Crosby.

To find out more details or to join the walker's mailing list then please contact:

Craig [craiglucas@btinternet.com](mailto:craiglucas@btinternet.com) or  
Thomas: [Thomas.nuhse@manchester.ac.uk](mailto:Thomas.nuhse@manchester.ac.uk)

## Mentoring

One of the aims of the LGBT Staff Network Group is to act as a support forum. All members have the opportunity to receive some expert and confidential advice/guidance/mentoring from a fellow staff member. If you feel you'd benefit from a chat about anything (career, identity, LGBT issues at work...) then please drop an email to: [lg.bt@manchester.ac.uk](mailto:lg.bt@manchester.ac.uk) and your mail will be forwarded to a dedicated advisor.

In addition, if you feel you have the skills to offer any of the above services (or something else!) to fellow staff members then please get in touch.

## THE NEXT MEETING

Our next meeting will be on **Tuesday 3rd April** in 5.206 University Place from 1pm.

Our specially invited guest is Professor Nancy Rothwell who will be there to answer any questions you may have for her. PLEASE try your utmost to attend so we can show the great work the group is carrying out.

## "What can the Network do for me?!"

The primary purpose of the network group is to support and promote LGBT staff at The University of Manchester.

In addition to regular events, meetings and involvement with external projects we also aim to have an input on University policies and procedures. If there is anything you feel the Network could do more of or get involved in then let us know!

For general enquiries or to be added to the **confidential** mailing list please email: [lg.bt@manchester.ac.uk](mailto:lg.bt@manchester.ac.uk) or for Equality and Diversity Issues: [Paul.Marks-Jones@manchester.ac.uk](mailto:Paul.Marks-Jones@manchester.ac.uk)

