

LGBT+ Officer

Role Description

Role Purpose

The LGBT+ Officer leads Dorset NEU's work in representing, supporting and empowering LGBT+ members. The role ensures that LGBT+ voices, experiences and concerns shape Dorset NEU's equality work, and that workplaces across the district promote inclusion, safety and respect for LGBT+ educators.

Key Responsibilities

1. Representation & Advocacy

- Act as Dorset NEU's lead representative for LGBT+ members.
- Ensure that LGBT+ perspectives and lived experiences inform Dorset NEU discussions, decision-making and campaigns.
- Champion inclusive, anti-heteronormative and anti-transphobic practice, highlighting issues such as discrimination, workload impacts, workplace culture, and support for transitioning staff.

2. Communication & Engagement

- Maintain regular communication with LGBT+ members across Dorset.
- Share information on NEU national LGBT+ networks, events, campaigns and resources.
- Encourage LGBT+ members to participate in Dorset NEU meetings, CPD, equality activities and leadership opportunities.

3. Supporting LGBT+ Member Participation

- Help develop or strengthen local LGBT+ networks, social spaces or peer-support groups.
- Promote NEU leadership development and activism opportunities for LGBT+ members.
- Encourage LGBT+ members to stand for roles such as workplace reps, equality reps or district officers.

4. Workplace Inclusion & Anti-LGBT+ Discrimination

- Promote NEU guidance on LGBT+ inclusion, trans and non-binary inclusion, safer workplaces and inclusive curriculum approaches.
- Support reps in challenging homophobia, biphobia, transphobia and discriminatory practice.
- Encourage workplaces across Dorset to adopt fully inclusive policies and actively promote LGBT+ equality.

5. Events, Awareness & Training

- Support Dorset NEU to organise LGBT+-focused events, meetings, training and awareness activities (e.g. Pride Month, LGBT+ History Month).
- Promote national and regional NEU LGBT+ conferences, training and networks.

6. Monitoring & Reporting

- Track local issues affecting LGBT+ members, including wellbeing, discrimination, inclusion and staff support.
- Provide regular updates at Dorset NEU meetings on LGBT+ member engagement, concerns and opportunities for action.

7. Collaboration

- Work closely with the District Secretary, Equality Officer, Women's Officer, Disabled Members Officer, Black Members Officer and other Dorset NEU officers.
- Liaise with the Regional Office and NEU national equality/LGBT+ teams.
- Build links with local LGBT+ community groups and organisations where appropriate.

Skills & Attributes

- Strong understanding of LGBT+ equality, inclusion and anti-discrimination work (or willingness to learn).
- Good communication and relationship-building skills.
- Ability to represent LGBT+ members' experiences with fairness, dignity and respect.
- Organisational skills to support events, networks and ongoing engagement.
- Commitment to NEU values of equality, solidarity and inclusive organising.

Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with LGBT+ members and participation in equality-related events.
- Participation in NEU regional or national LGBT+ network events and training when possible.