

Membership Values and Principles

Consortium is the national infrastructure and umbrella body for Lesbian, Gay, Bisexual and Trans+ groups across the UK. Consortium exists to support a proactively collaborative LGBT+ sector that benefits the diverse communities it serves. Our work, and continuing ambition, is to strengthen the sector across four core areas:

- **Membership & Engagement.** Support our members so that they can deliver vital support and services.
- **Collaboration & Networks.** Connect the sector and lead it in innovative and sustainable ways of working.
- **Voice & Communication.** Consult with, and listen to, our members and making sure their voices are amplified.
- **Philanthropy and Giving.** Secure diverse new income sources for LGBT+ third sector organisations and projects across the UK.

We welcome new members all year round and there is an option to renew all memberships on an annual basis. When assessing applications for new membership, or during annual renewal, Consortium considers a range of factors. We welcome members who are positively supportive of the aims and objectives of Consortium. We expect members to share our values of positive and collaborative communication and engagement, as well as our ambition for a flourishing and diverse LGBT+ Third sector.

Consortium's core values are of:

- **Accessibility.** Observe, promote and practice good equity principles, enabling access and inclusion for all LGBT+ people.
- **Accountability.** Value each other's diverse perspectives, language and capacity.
- **Collaboration.** Positive and proactive collaboration with other LGBT+ Third sector organisations, minimising inefficiencies and conflict without losing individual autonomy.
- **Respect.** Be considerate of the resource, support and insight gained through Consortium and not using this to further own goals to the detriment of Consortium or its other members.

Consortium reserves the right to refuse membership to any organisation it believes to be ineligible or who acts in a manner inconsistent with these values. This includes factors which contravene Consortium's pursuit of best practice within the voluntary sector.

We will review:

- Whether the group actively considers the intersectional needs of LGBT+ people and communities
- If the group's work benefits LGBT+ people and communities
- Whether organisations actively include trans and non-binary communities
- If organisations follow (or are willing to pursue) best practice in terms of meeting regulatory or governance requirements
- Whether organisations are actively competing against Consortium's core work and/or behaving in a manner than runs counter to the spirit of our core values and principles that lie at the heart of Consortium as a membership body.

The Board of Trustees at Consortium retain full discretion over the refusal, revoking or acceptance of new members, and renewal of membership for existing members.

Consortium Values and Principles in Practice

All members sign up to our Values and Principles as part of our membership process.

To ensure we all feel safe and are treated with dignity and respect we have outlined below our **Values and Principles in Practice**:

- Be friendly, patient, and welcoming: We strive to be a community that welcomes and supports people of all backgrounds and identities.
- Any form of racism, homophobia, biphobia, sexism, transphobia, ableism, or prejudice based on age, ethnicity, nationality, class, gender identity, sexual expression, appearance, language ability, intersex characteristics, immigration status, religious or spiritual affiliation will not be tolerated.
- Be respectful of other people's physical and personal boundaries, time, capacity, and role.
- Everyone can make a valuable contribution. Not all of us will agree all the time, but disagreement is no excuse for poor behaviour and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack.
- Harassment and other exclusionary behaviours are not acceptable.