

**Rainbow Forum**

**Terms of Reference**

**Issue 1**



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## 1 Introduction

- 1.1 The Rainbow Forum was established in 2022, when one partner reached out to other key players in the nuclear industry to potentially collaborate under an umbrella organisation and benefit from joint representation. It was launched later that same year and continues to attract members from across the industry.

## 2 Vision

- 2.1 To help turn the nuclear industry into one that is known for its diversity and acceptance; one that truly represents the community which it serves.

## 3 Purpose

- 3.1 The Rainbow Forum exists to provide a space to collaborate and share Learning from Experience (LFE). It seeks to harness the power of many to increase LGBTQIA+ representation within the nuclear sector. It supports diverse recruitment to the nuclear sector, promoting allyship and education, providing a unified face for outreach to other industries and to other networks.

## 4 Aims

- 4.1 The aims of the network are set out below:

1.	Create strong alliances between LGBTQIA+ groups across the industry.
2.	Provide awareness and accessibility to potential members.
3.	Advocate for LGBTQ+ representation in senior positions.
4.	Create an inclusive culture which enable members of the LGBTQIA+ community to bring their authentic selves to work and perform at their best.
5.	Support diverse recruitment into the industry.
6.	Attract more LGBTQIA+ employees to the industry.
7.	Celebrate role models within the industry.
8.	Provide a platform to amplify our voices.
9.	Share learning from experience and collaborative opportunities.
10.	Create an LGBTQIA+ movement that is known and respected across the industry.

## 5 Values

- 5.1 The Rainbow Forum sets out to achieve its aims and vision with humour, excitement, honesty and boldness.

## 6 Structure & Governance

- 6.1 Governance will be administered through a Steering Group, which will meet at a frequency determined appropriate by the Chair Organisation. The Steering Group will consist of the following roles, with typical responsibilities also listed:

<b>Role</b>	<b>Term Limit</b>	<b>Responsibilities</b>
Chair(s) (from Chair Organisation)	12 months.	<ul style="list-style-type: none"> <li>Review and update Terms of Reference as required.</li> <li>Provide strategic direction to the Forum for period of ~12 months.</li> <li>Represent Forum as required in meetings with other groups.</li> <li>Chair Rainbow Forum meetings.</li> <li>Set goals and targets for committee members and hold committee members to account.</li> <li>Provide support to committee members where needed.</li> </ul>
Communications Lead	24 months.	<ul style="list-style-type: none"> <li>Cascade information between Member Organisations including: events, documentation and good practice.</li> <li>Consider forms of communication to keep membership engaged (e.g. Rainbow Forum newsletters and email round-ups, etc).</li> </ul>
Membership Lead	24 months.	<ul style="list-style-type: none"> <li>Initiate contact with new network/organisations who may be interested in engaging with the Forum.</li> <li>Manage membership requests and membership list.</li> </ul>
Strategic Partnerships Lead	24 months.	<ul style="list-style-type: none"> <li>Initiate and maintain regular contact with strategic partners which have an interest in working with the Forum including: professional institutes, industry bodies and other D&amp;I groups.</li> </ul>
Secretary	24 months.	<ul style="list-style-type: none"> <li>Produce and distribute meeting agendas and meeting minutes for all Rainbow Forum meetings.</li> <li>Record and track actions placed at Rainbow Forum meetings.</li> <li>Organise Rainbow Forum meetings (held virtually).</li> </ul>
Representatives from each Member Organisation	Various.	<ul style="list-style-type: none"> <li>Volunteer time and support for workstreams as necessary to support the Rainbow Forum in its aims.</li> <li>These representatives should also be involved with the Member Organisation's established or nascent LGBTQIA+ network, if there is one.</li> </ul>

- 6.2 The Chair is a rotating role. The Chair Organisation will rotate every 12 months. It will be agreed at least 6 months in advance to which organisation the Chair role will pass next.

- 6.3 A handover period between Chair Organisations will take place in advance of formal handover.
- 6.4 If an event is planned, a sub-group will form to oversee that event, mostly likely drawing on support from Representatives from Member Organisations.
- 6.5 There is no direct funding. Members' time is paid for by their home organisations and printing costs or website design costs are spread between the member bodies.
- 6.6 As membership increases different models of governance may be considered. These may include limiting representatives to 1 and / or creating two Steering Groups or Boards, with one responsible for strategy and the other for implementation.

## **7 Member Organisations**

- 7.1 The following are Member Organisations within the Rainbow Forum:
  - Amentum
  - AWE
  - BEIS
  - Cavendish Nuclear / Babcock International Group
  - Cerberus Nuclear
  - Cyclife
  - Dalton Institute, University of Manchester
  - DESNZ
  - EDF
  - Edvance
  - Enritec (ETC)
  - Frazer Nash Consulting (FNC)
  - Inclusion & Diversity in Nuclear (IDN)
  - InduChem
  - Jacobs
  - Lyndhurst Precision
  - Magnox/Nuclear Restoration Services
  - Morgan Sindall
  - Mott MacDonald
  - National Nuclear Labs (NNL)
  - National Skills Academy Nuclear (NSAN)
  - NSG
  - Nuclear Decommissioning Authority (NDA)
  - Nuclear Industry Association (NIA)
  - Nuclear Institute (+YGN)
  - Nuclear Waste Services
  - Nuvia

- Orano
- PCubed
- Rolls Royce
- Rolls Royce SMR
- Sellafield Ltd
- Sizewell C
- The Shared Value Business (TSVB)
- Thomas Thor
- TUV Sud
- UKAEA
- Urenco
- Vulcain Engineering
- Westinghouse
- Women in Nuclear (WiN)

7.2 The Rainbow Forum's activities are based on voluntary activism and as such there is no minimum contribution required from Member Organisations.

## **8 Strategic Partners**

8.1 Strategic Partners are groups which formally endorse the Rainbow Forum and with which the Rainbow Forum will engage and work.

8.2 The following groups formally endorse the Rainbow Forum and are Strategic Partners:

- Enable Nuclear
- Institute of Physics (IoP)
- Inclusion and Diversity in Nuclear (IDN)
- Nuclear Industry Association (NIA)
- Nuclear Institute (NI) & Young Generation Network (YGN)
- Race Equality in Nuclear (REiN)
- Women in Nuclear (WiN)

8.3 The responsibility for liaising and working with Strategic Partners is that of the Strategic Partnerships Lead, as described in section 6. The central purpose of the Strategic Partnerships Lead is to consistently align and liaise with other ED&I groups and organisations for cross-group working and identify openings for all member organisations.