

Out on the Estate Network

The Out of the Estate Network is united in playing its part in The Crown Estate's ambition to be somewhere that thrives through a diverse, collaborative and inclusive culture. We will use our ambition and members to support intersectional efforts too. Everybody will benefit from the Network being a psychologically safe space – free of interpersonal risk. Through partnering, collaboration, feedback and regular review, we will make sure that we bring the best possible insight to The Crown Estate. The Network will act to ensure that we always have individuals to lead and assist us in delivering on our commitments.



Network Leads



Abby



Becks

Our aims and objectives

Creating a Safe and Inclusive Environment

- Provide a safe relaxed and friendly space to discuss issues of concern and provide a social space for LGBTIQ+ employees and allies
- Create social value for our communities and places through TCE business

Education and Awareness

- Grow understanding of LGBTIQ+ issues and sensitivities within TCE and beyond
- Forward planning for LGBTIQ+ moments and network activities

Representation and Advocacy

- Increase representation of LGBTIQ+ employees at a senior levels and allies across the business to champion LGBTIQ+ issues
- Work with partners, supply chain and customer network to promote inclusivity and representation of LGBTIQ+
- Advocate for transparent approach to diverse and inclusive recruitment

Professional Development and Policy Review

- Promoting the professional development of LGBTIQ+ employees and network members
- Review People policies to ensure they are inclusive for LGBTIQ+

