



Equality Diversity and Inclusion Committee

Membership and Terms of Reference

Purpose:

The University aims to develop and enhance an equitable and inclusive working and studying environment for the benefit of all, whether students, staff, partners or visitors. We seek to enable all members of the University community to fulfil their potential and to foster a working and studying environment that protects their physical and mental wellbeing.

The Equality, Diversity and Inclusion Committee (EDIC) role is to advise the University Executive Board (UEB) on the development of the University's EDI policies, framework and schemes. The EDIC will report regularly to the UEB.

It will refer items for consideration and/or action to relevant University Committees and groups and will also receive requests for items from those Committees and groups as appropriate.

Terms of Reference:

1. Support the UEB in executing its Strategic Plan by taking account of equality, diversity and inclusion (EDI).
2. Advise the UEB on the development of the University's EDI policies, framework and schemes for staff and students.
3. Support the UEB in ensuring the University is fulfilling its statutory obligations (Equality Act 2020) in respect of equality, diversity and inclusion
4. On behalf of UEB, monitor and review staff and student EDI monitoring data across the University.
5. Facilitate the embedding of EDI practices, i.e. Equality Impact Assessments, into planning and policy making at the University.
6. To establish and monitor such sub-groups and working groups as may be required to deliver specific areas of the EDIC's remit.
7. Produce an Annual Report for UEB detailing the University's EDI work over the past year.

Membership:

University Secretary (Chair)
Director of Quality & Educational Development
Deputy Pro Vice Chancellor Research

Pro Vice Chancellor Students
Chief Information Officer
Head of Organisational Development
Director of Access & Inclusion
Assistant Director – Hospitality Services
President of the Students' Union
Head of Disability Services

Co-opted members

2 colleagues from the School of Education with particular interest in EDI matters

Executive Assistant (Secretary)

Mode of Operation:

Initially, the EDIC will meet every other month in order to review and refresh the University's existing EDI framework and policies. Subsequently, the EDIC will meet as and when required, but at least four times a year.