

Equality Diversity and Inclusion Committee - Terms of Reference

The purpose of the EDI Committee is to:

- Identify the EDI challenges facing the University, provide advice and make recommendations to advance equality whilst sharing best practice and ensuring the effective communication of EDI matters across BCU to enhance staff and student engagement.
- Drive forward change on agreed priorities in relation to the University's practice and performance at all stages of the staff and student journey including, but not limited to: access, continuation, completion, attainment, progression, recruitment, employment practice, reward and recognition to ensure fairness and integrity are embedded in all that we do.
- Hold the University to account, ensuring it moves beyond meeting its statutory responsibilities and the requirements of the public sector equality duty, to achieving ambitious goals that transform lives and people's futures.

The Committee will do this by working with the University Executive Group to:

- Determine key priorities.
- Support the development of an inclusive non-discriminatory environment for all, making recommendations to University Boards and Committees as appropriate.
- Develop University wide equality objectives and manage the University's performance against relevant strategic objectives.
- Drive the development and progress of the EDI strategic plan, ensuring its alignment with the corporate strategy and the University's access and participation plan.
- Regularly review policies, practice and procedures ensuring that 'due regard to equality' is evidenced in the University's core business and embedded in BCU processes.
- Implement formal recommendations arising from national reviews and incidents of discrimination, harassment and victimisation where relevant to the University.

The Committee will:

- Set the direction and oversee the development of EDI activity across the University, including (although not limited to) the Disability Confident scheme, Race Equality Charter, Athena Swan and the Stonewall Workplace Equality Index.

- Use data and evidence based practice to drive the focus of activity, advising on emerging EDI developments for the HE sector.
- Examine the findings of staff and student surveys from an EDI perspective and identify areas of concern as well as matters for future focus.
- Make recommendations to the University Executive Group on policy development with regard to equality diversity and inclusion and manage the implementation of EDI policies.
- Work with faculties, professional services, unions and other key stakeholders to mainstream EDI principles across all areas of service delivery and facilitate the sharing of best practice.
- Monitor the efficacy of faculty and departmental EDI reports and plans and make recommendations for improvement.
- Set and agree performance targets, for areas of BCU where the EDI committee has highlighted concerns.
- Sanction EDI training and development opportunities ensuring they meet the needs of faculties and departments.
- Role model the behaviours of EDI ambassadors and ensure that the principles of equality diversity and inclusion are embedded in the University's culture and practice.

Constitution

The Committee will be chaired by a member of the University Executive Group - nominated by the Vice-Chancellor.

Membership

Nominated representative from the Board of Governors

University Secretary

Deputy Vice Chancellor (Academic)

Director of Human Resources

Director of Planning & Performance

Faculty Executive Dean X 1

Head of Equality Diversity and inclusion

Academic Staff representatives (1per) Faculty EDI Committee

Professional Services EDI Committee representative

Communications & Marketing representative

Deputy Director of Estates and Facilities

Nominated Staff and Officer BCUSU; and BCUSU's Student EDI Committee representative

UCU Union Representative

EDI Charter leads - Athena Swan, Stonewall, Race Equality

Colleague Support Network Chair

Membership will be reviewed annually.

Members of the committee are not able to nominate a deputy to attend the meeting on their behalf.

Accountability - The EDI Committee reports to the University Executive Group and will provide an annual (published) report to the Board of Governors on its progress in delivering against the University's EDI strategy and equality objectives. The Committee will receive annual reports from each Faculty, Professional Services and BCUSU's EDI Committee. The Stonewall, Race Equality and Athena Swan steering group leads will also report into this Committee.

Quorum -The committee is considered quorate where at least 50% plus 1 member is present.

Frequency of meetings - Four per year

I AM BCU Values



**WE CREATE
OPPORTUNITY**

- ✓ Motivating, encouraging and empowering
- ✓ Recognising and nurturing potential
- ✓ Initiating opportunities for growth and development
- ✓ Enabling others to thrive and be their best
- ✓ Treating others equally, being fair and tackling inequality



**WE THINK
DIFFERENTLY**

- ✓ Questioning and challenging the norm
- ✓ Thinking and teaching creatively
- ✓ Introducing and encouraging innovation
- ✓ Actively seeking out new ideas and perspectives



**WE BUILD
COMMUNITY**

- ✓ Accepting others for who they are, fostering an environment of mutual respect
- ✓ Working collaboratively/building productive working environments
- ✓ Valuing each other and celebrating equality, diversity and inclusion
- ✓ Dedicating time and talents to community projects
- ✓ Identifying opportunities to transform lives on/beyond our campuses