

EQUALITY, DIVERSITY & INCLUSION COMMITTEE TERMS OF REFERENCE (Revised March 2023)

1 Objectives:

The Equality, Diversity & Inclusion Committee is the strategic group in the college and is responsible for the governance and quality assurance of the College approach to embedding equality and embracing diversity and inclusion across the College. This includes assurance of the College's approach to seeking best practice in support of social mobility and widening participation in education. The College is committed to enabling any staff or student member to be successful irrespective of their background.

Through designated leads and task and finish/working groups (as appropriate), the Committee shall:

- Assure the implementation of the College strategy for EDI, social mobility and widening participation across the College;
- Provide effective challenge to the Senior Leadership Team and, where appropriate, advise the Corporation of the College's progress against relevant plans regarding equality, diversity, inclusion social mobility and widening participation;
- Monitor and advise on equality, diversity, inclusion and social mobility within all college policies, procedures, documentation and activity;
- Have oversight of the Access and Participation Plan, ensuring analysis and monitoring of activities and data is appropriate and robust;
- Ensure that the College plans and implements appropriate training for all staff and students to develop an understanding of the benefits of creating an environment where the approach to EDI enables people to succeed irrespective of their background;
- Ensure strategic oversight of the College's relevant measures and performance to ensure that the College is achieving its aims, values and obligations, and minimising consensus or unconscious bias;
- Review the Public Sector Equality Duty and update the equality objectives on an ongoing basis, and ensuring the College complies with its legal obligations on reporting;
- Ensure the College meets its accessibility regulations;
- Inform and hold to account the operational targets of the EDI task and finish groups.

2 Membership (x 10):

Vice Principal (Chair)
Executive Director of People & Organisational Development (Vice Chair)
Governor link with EDI responsibility
Assistant Principal (Students)
Head of Student Services
CAM Inclusive Learning
Director of Communications
Academic Registrar
Union Representative
SU President OR SU Vice-President

3 Task and Finish groups: will be established as appropriate and shall relate to specific tasks/action as determined by the committee, with responsibility for each task and finish group established delegated to a committee member. Each task & finish group will operate over a short timescale i.e., no more than the time between two full committee meetings. Each Task

and finish group is encouraged to include students and/or other key stakeholders wherever possible.

4 **To report to:**

Corporation - annual report and action plan also reviewed at Quality & Standards.
SLT - EDI Committee minutes, annual report and actions on QIP.

To receive reports from:

- HE Academic Board - items relating to HE activity including Access and Participation monitoring.
- EDI task and finish groups
- SLT - to share information on any matter relating to EDI or other relevant matters

5 **Frequency of meetings:**

Three times a year, November, March & June – Task & Finish groups as directed by the committee.

6 **The Public Sector Equality Duty (PSED):**

The Public Sector Equality Duty (PSED) places a legal obligation on the College to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 in carrying out their responsibilities. These are to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, the College is also required to publish equality objectives, at least every four years and information to demonstrate compliance with the public sector equality duty.

7 **Governor role on College's Equality, Diversity and Inclusion Group:**

The Governing body of the College is responsible for ensuring the College complies with the Equality Act 2010 and meets the proactive public sector equality duty.

The independent Governor in attendance at the College's Equality, Diversity and Inclusion group will, on behalf of the College's Governing Body:

- Support the Governing Body's visible and active commitment to equality, diversity and inclusion in the College;
- Provide appropriate challenge to the College's approach to equality, diversity and inclusion with reference to the PSED
- Where requested by the College's Senior Leadership Team and/or Governing Body, provide independent comment on the College's approach to and processes supporting equality, diversity and inclusion.