

Equality Diversity and Inclusion Oversight Group

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 EDI Oversight Group role is to advise the University Executive Board (UEB) on the implementation of the Delivery Plan to support the University's EDI Framework 2022-2027. The EDI Oversight Group is a working group of UEB and will report regularly to the UEB.

The EDI Oversight Group will also provide updates to the Board of Governors' People & Culture Committee.

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. Oversee the implementation of the Delivery Plan to support the University's EDI Framework 2022-2027 and to provide regular reports to UEB on progress.
3. Support the UEB in ensuring the University is fulfilling its statutory obligations (Equality Act 2020) in respect of equality, diversity and inclusion
4. Ensure that EDI considerations are embedded in the University's work both at a UEB level and at School and Professional Service level.
5. On behalf of UEB, monitor and review staff and student EDI monitoring data across the University.
6. Ensure that the EDI Forum meets at least twice a year and is representative of both staff and students
7. To establish and monitor such sub-groups and working groups as may be required to deliver specific areas of the EDI Delivery Plan.
8. Produce an Annual Report for UEB detailing the University's EDI work over the past year.

Membership:

University Secretary (Chair)
Chief Information Officer
Deputy Pro Vice Chancellor Research
Director of HR
Director of Quality & Educational Development
Pro Vice Chancellor Education, Culture & Society
Pro Vice Chancellor Health & Science
Pro Vice Chancellor Students

Co-opted members

Executive Assistant (Secretary)

Mode of Operation:

The EDI Oversight Group will meet as and when required, but at least four times a year.