CONSTITUTION:
EQUALITY AND DIVERSITY COMMITTEE

Terms of Reference:

To be responsible to Academic Policy Committee and Staffing Policy Committee for:

(a) framing and recommending appropriate policies for the University in areas pertaining to equal opportunities;
(b) establishing appropriate structures though which equal opportunities policies may be implemented;
(c) monitoring the implementation of equal opportunities policies and activities, including the regular review of relevant data;
(d) reviewing equal opportunities policies, and their operation, regularly and making appropriate changes;
(e) setting up such sub-committees or working groups from time to time as may be appropriate.
(f) to consider and record the potential equal opportunity impacts on decisions made by the Committee (in accordance with the ‘due regard’ provisions of the Equality Act 2010.)
(g) to consider and record potential equality impacts of decisions made by the University (in accordance with the ‘due regard’ provisions of the Equality Act 2010.)

Membership:

(a) a senior member of staff, who shall be designated by the President and Vice-Chancellor as Chair
(b) all five College and Corporate Equal Opportunities Officers
(c) one member from each of the three recognised trade unions, to be nominated by the relevant union committee
(d) the Experience Officer of the Students’ Union

In attendance

The Equalities Adviser
The Athena Swan Co-ordinator
The Academic Registrar, the Director of Human Resources and the Director of Student Experience Division or their nominated representatives.

Duration of Appointment

(a), and (d) *ex officio*
(b) and (c) *three years*

Reports to: Staffing Policy Committee and Academic Policy Committee (*only for student related issues*)

Secretariat Human Resources