CONSTITUTION FOR BAME STAFF EQUALITY FORUM

Terms of Reference:

To act as a consultative group and support the University Equality and Diversity Committee in the following:

a) Establishing the University’s position in response to the ECU’s publication ‘The experience of black and minority ethnic staff in higher education’
b) To discuss, identify and action areas of concern and issues concerning ethnicity
c) Monitor equalities initiatives and identify trends or gaps specifically in relation to ethnicity
d) Champion and advance equality of opportunity in the area of ethnicity
e) Setting up sub-committees or working groups from time to time as may be appropriate
f) Reviewing equal opportunities policies, and their operation and proposing appropriate changes
g) To act as a consultative group on issues relating to equalities and more specifically ethnicity
h) To assist the Equalities Team in celebrating and promoting good practice and positive initiatives in the area of equalities and ethnicity
i) Consider issues of duel discrimination on the same basis as ethnicity alone.

Membership:

a) The group has an open membership to any employee or student who has an interest in issues relating to ethnicity
b) Meetings will be attended by a member of the Equalities Team who will play an advisory role

Facilitation

a) Meeting will be held quarterly. Dates for future meetings will be arranged and circulated for the year in hand by the Equalities Team
b) The agenda, action plan and minutes will be generated and maintained by the Equalities Team
c) Minutes will be shared with the Equality and Diversity Committee and will be available on the relevant section of the Equalities webpage.

Reports to: University Equality and Diversity Committee

Secretariat Equalities Team

Amended June 2015