



EQUALITY & DIVERSITY COMMITTEE

Composition:

Sixteen (16) members:

Governor (Chair)

Vice Chancellor

Pro-Vice Chancellor (Dean of Social & Applied Sciences)

One (1) member of the Governing Body nominated by the Chairman's Committee

Director of Human Resources (or his/her nominee)

Equality and Diversity Manager

Dean of Chapel

Director of Student Support and Guidance (or his/her nominee)

One (1) student nominated by the President of the Students' Union

One (1) member of staff nominated by each of the five Pro-Vice Chancellors/Deans

One (1) member of the Academic staff nominated by NATFHE/AMICUS

One (1) member of the Support staff nominated by UNISON/AMICUS

The current membership will be reviewed as appropriate to ensure broad representation of the University

Quorum:

Seven (7) members.

Reporting Relationships:

Reports to the Governing Body.

Secretary:

Committee Officer

In attendance by invitation:

Assistant HR Director (Development) (nominated by the relevant SMT member)
Deputy Facilities Director (Operational Services)
Clerk to the Governing Body
Other individuals who the committee feels can make a valuable contribution.

Frequency of meetings:

Normally three times per annum (termly).

Terms of reference:

The responsibility of the Equality and Diversity Committee falls into three main categories, policy consideration and recommendation, monitoring and development of strategic approaches to promote equality of opportunity and diversity.

The Committee will:

- Advise the Governing Body on strategic issues which may impact upon diversity or equality of opportunity, in particular with regard to the University's stated Mission, and the Strategic Plan.
- Advise the Governing Body on effective measures to promote equality of opportunity amongst the University's community.
- Consider and recommend appropriate policies and procedures (for approval by Governors) which are designed to ensure compliance with all relevant statutory / regulatory requirements and reflect the diversity within the University's community.
- Consider and recommend proposals and action plans (for approval by Governors) which are designed to meet the University's statutory duty to promote equality and prevent discrimination under the prevailing equalities legislation.
- Monitor equalities data, trends and the impact of policies, procedures, criteria and practices with high equality relevance.
- Commission appropriate reports, and approve the annual Equality and Diversity report to Governors
- Receive and consider minutes and papers from the Equality & Diversity Delivery Group which has responsibilities for implementing action plans and the development and evaluation of policies

Discussed at the Chairman's Committee on 3 June 2008

Approved by the Governing Body on 1 July 2008

Updated September 2008

Updated September 2009

Updated February 2010

