

EQUALITY & DIVERSITY DELIVERY GROUP

TERMS OF REFERENCE

The Equality and Diversity Delivery Group will:

1. To advise the Equality and Diversity Committee on action needed to meet the duties of equalities legislation and ensure that the equality and diversity policies of the University are upheld.
2. To co-ordinate, monitor and support the implementation of the Disability, Race and Gender Equality Schemes and the recommendations of the age, sexual orientation and religion and belief papers at institutional, faculty and department level.
3. To update the statutory plans on an annual basis.
4. To facilitate the development of a Single Equality Scheme incorporating all the equality strands or "protected characteristics".
5. To oversee the arrangements for Equality Impact Assessment of policies.
6. To ensure the involvement of people with the relevant protected characteristics in the implementation and review of plans affecting them.
7. To co-ordinate, support and monitor the effectiveness of consultation structures with all staff and student networks.
8. To benchmark progress in relation to effective practice elsewhere and disseminate effective practice across the University.

Individual members of the group will:

1. Promote equality and diversity in all their activities within the University.
2. Actively contribute the perspective of the faculty/department they represent in the development of equality and diversity strategies.
3. With the assistance of the Equality and Diversity Manager, keep up to date with equality related legislation and policy development.
4. Disseminate the work of the Delivery Group to relevant committees and groups within their area (and to inform the Equality and Diversity Administrator which committees and groups these are).
5. Encourage colleagues to consider equality and diversity implications when developing new initiatives.

Composition:

Twenty four members as follows:

Pro-Vice Chancellor (Equality and Diversity) (Chair)	Tony Lavender
Human Resources (Equality and Diversity)	Jo Shaw
Equality and Diversity Manager	Moira Mitchell
Chaplaincy nominee	Sally Womersley
Manager Student Support Services	Margaret Scott
President of the Students' Union nominee	Jo Bartson
Faculty Arts and Humanities nominee	
Faculty Education nominee	Ruth Rogers
Faculty Social and Applied Sciences nominee	Lyn Saunders
Faculty Health and Social Care nominee	Toni Wright
Faculty Business and Management nominee	
Academic staff member nominated by UCU	Lyn Saunders
Support staff member nominated by UNISON	Derek Maslin
Estates/Student Accommodation nominee	Amanda Browne
University Solicitors Office	Robert Melville
Director of Learning and Teaching	Phil Poole
Corporate Communications Manager	Melissa Cleary
The Outreach and Partnerships Team nominee	Wendy Ellis
Registry nominee	Kathryn Goldfinch
Library Services nominee	Kathy Chaney
International Office nominee	Mary Devroey
Computing Services nominee	Jan Hope
Finance Department nominee	Sue Rodford
Quality and Standards Office nominee	Tina Hagger

If/when equality strand staff networks become operational (for example the disabled staff network) the chairs of these networks will be invited to join the group.

Reporting Relationships: Reports to the Equality and Diversity Committee.

Secretary: Equality and Diversity Administrator

Frequency of meetings: Normally three times per annum (termly).

Updated October 2011

