

University Equality, Diversity and Inclusivity Enhancement Committee

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. Working and studying environments that support people to feel free to be themselves, while respecting others, and embrace diversity are more successful and innovative. We seek to enable all staff and students to fulfil their potential and to foster a working environment that protects their physical and mental wellbeing. Having a diverse and inclusive organisational culture informs our priorities for action as we seek to ensure that these priorities continue to be embedded in policy and practice across the University.

In governance terms the University Equality, Diversity and Inclusivity Enhancement Committee (UEDIEC) will report to the Senior Leadership Team Schools and Services. It would also refer items for action or resolution to the University Teaching and Learning Committee, University Research Committee, University International Committee and Senate as necessary and these will refer items to UEDIEC as appropriate.

Terms of Reference

1. Lead the development and implementation of University EDI related policies, framework and schemes for staff and students.
2. Provide recommendations to Council for the EDI objectives that form part of the institutional EDI employment policy.
3. Provide the forum for discussion and oversight of EDI issues relating to the Research Excellence Framework (REF) and to action any EDI implications of this across the institution.
4. Facilitate the embedding of EDI practices into planning and policy making.
5. Provide a forum for an annual review of EDI elements of University policies.
6. To engage in a two-way dialogue with URC, UTLC, UIC and SLT to identify areas of potential enhancement, and, of concern, related to EDI and to resolve them through action or referral as appropriate.
7. To ensure actions are completed in relation to the EDI agenda and to promote and share good EDI practice.
8. To monitor and review EDI data across the University.
9. To suggest initiatives aimed at driving culture improvement throughout the University.
10. To lead and provide oversight of the University level submissions to appropriate professional EDI bodies.
11. To lead, monitor and adapt the implementation of the Institution's Athena SWAN Action Plan and other action plans linked with Institutional level EDI related professional accreditations.
12. To support and guide Schools and Services in the development of their own EDI activity and EDI based professional accreditation submissions.
13. To engage with staff and students in the University as a whole around EDI issues and to support the staff and student equality and diversity networks.

Membership

Chair	Siobhan Moss
University Secretary	Alison Jones
Director of Student Services	Matt Mills
Assistant Director of Estates and Facilities	Heather Kerrick
Head of Human Resources	Ruth Taylor
School Operations Manager Representative	Andy Thompson
Equality, Diversity and Inclusion Manager	Lucy Plimmer-Clough
Disability and Inclusion Manager	Jo Mitchell
EDI Officer	Anna Gamble
Athena Swan Lead	Alison Needham
Ethics and Integrity Officer	Becky Green
Academic Researcher Development Manager	Alison Monkhouse
UNISON Representative	Sarah Buchanan
UCU Representative	Ian Gibson
School Representation	
Human and Health Sciences	Andy Thompson
Business, Education and Law	Shona Bettany
Arts and Humanities	Anneke Pettican
Graduate School	Rosie Wood
Applied Sciences	Natasha Reed
Computing and Engineering	John Allport
Student Union	
Representation and Voice Manager	Heather Wade
SU Equity Officer	Dobby Dhiya Dey
In attendance	
Secretary	Sarah Davies

Quorum

For the Committee to be quorate, the Chair or nominee, the Director of HR or nominee, Director of Student Services or nominee plus five further representatives, one of which should be a student, must be present.

Mode of Operation

1. The Committee shall meet as and when required, but normally a minimum of three times per year, and shall report to the Senior Leadership Team with business referred to or from UTLC, UIC, URC or Senate as appropriate. Minutes of the Committee shall be presented to SLT.
2. The Chair shall have delegated authority to act between meetings after consultation with appropriate University or SU officers. Details of any action will then be reported back to the Committee.

Outline Agenda

1. Apologies for absence
2. Minutes of previous meeting (standing item)
3. Matters arising

4. Terms of reference (annually)
5. Business (including but not limited to)
 - a. University Athena Swan Actions (standing item)
 - b. Schools Athena Swan and EDI Committee Update (standing item)
 - c. Teaching and Learning EDI Matters (standing item)
 - d. UG and PGR Experience EDI Matters
 - e. Staff EDI Matters/Networks update/update on Charter Marks (standing item)
 - f. Student Experience EDI Matters (standing item)
 - g. Research update (standing item)
6. Any other business (standing item)
7. Availability of agenda, papers and minutes (standing item)
8. Next meeting