

## **Equality, Diversity and Inclusion (EDI) Committee**

### **1. Constitution**

- 1.1 The Vice-Chancellor has established an Equality, Diversity and Inclusion (EDI) Committee, which reports to the People Board and also provides regular updates to the Vice-Chancellor's Executive (VCE).
- 1.2 The EDI Committee will liaise on EDI matters with those Committees responsible for implementing the University sub-strategies and the Strategy Programme Board. The University Strategy has EDI at its core.
- 1.3 The EDI Committee supports the Student Success Board on matters relevant to the EDI Committee such as the Black Asian & Minority Ethnic (BAME) Awarding Gap and Access and Participation (APP).

### **2. Scope**

- 2.1 The EDI Committee will provide leadership, strategic direction and oversight of equality, diversity and inclusion across the University.
- 2.2 The EDI Committee will champion equity in representation, pay, experience, culture and environment to ensure that our people reflect the diversity of our students and communities with a view to being seen as sector leading in EDI.
- 2.3 The EDI Committee will provide oversight of the development, monitoring and delivery of an EDI strategic action plan (strategy) for the University.
- 2.4. The EDI Committee will make recommendations to VCE and the People Board on the University's EDI Programme to deliver sector-leading EDI activities. This includes overseeing the implementation of the University's accreditations in relation to the Race Equality Action Plan, Stonewall Workplace Equality Index, Disability Confident, Athena Swan Charter Mark and Technicians Commitment.
- 2.5. The EDI Committee will receive, discuss and agree proposals and initiatives that seek to promote EDI across the University
- 2.6. The EDI Committee will provide a platform for sharing progress against our EDI metrics and best practice.

### **3. Membership**

- 3.1 The membership shall be as follows:

#### **Ex Officio**

- Deputy Vice-Chancellor and Provost (*Chair*)
- Executive Director of People
- 4 x Chairs of Staff Networks
- Deputy Vice-Chancellor Research & Knowledge Exchange
- Director of Estates & Facilities or Delegate
- Students' Union CEO
- Director Equality, Diversity & Inclusion

### **Other members**

- 4 x Faculty EDI leads by March 2025
- 2 x Professional Services Directorate leads – by March 2025

The Faculty EDI leads, and Professional Services Directorate lead are appointed by the Chair of the Committee and serve terms of one year (which may be renewed).

## **4. Frequency of Meetings and Attendance**

- 4.1 The Committee will meet a minimum of three times a year. The frequency will be reviewed every 12 months.
- 4.2 At the discretion of the Chair, other staff who are not members of the Committee may be invited to attend on an ad hoc basis for specific items where their attendance can inform and support the Committee.

## **5. Delegated Authority**

- 5.1 The Committee is authorised by the Vice-Chancellor to approve good practice in EDI and to promote awareness and engagement with EDI Policy and Practice.

## **6. Other Duties**

The other duties of the Committee shall be to:

- 6.1 Develop the EDI strategic action plan for approval by the People Board and VCE and monitor progress against the action plan.
- 6.2 Recommend to VCE and People Board approval of an annual programme of work including targets, based on the objectives of the University strategy. Champion and promote reflection, excellence and innovation across all areas covered by the Committee.
- 6.3 Implement the EDI Programme of work and regularly monitor progress and oversee the University's accreditation programmes.
- 6.4 Monitor progress and performance against KPIs and other metrics, reporting progress to VCE and People Board. Ensure that the data and metrics used to monitor implementation are as robust and reliable as possible. Make recommendations to VCE and People Board on actions to improve performance.
- 6.5 Support the work of the University sub-strategy boards and the REF Working Group including the Code of Practice for REF submission (as they address EDI issues/priorities and ensure they receive any necessary EDI support).
- 6.6 Support the work of the Student Success Board on closing the Black, Asian and Minority Ethnic (BAME) awarding gap and the Access and Participation Plan on matters relevant to the EDI Committee's remit.
- 6.7 Lead and monitor the University's compliance with the Public Sector Equality Duty (including its general and specific duty) and the Equality Act (2010).

- 6.8 Support the sustainability of the staff equality network communities to support changes that respond to the needs and expectations of our people.
- 6.9 Lead the EDI Charter initiatives and achieve high accreditation standards (e.g. Technicians Commitment, Athena Swan, Disability Confident, Race Equality and Stonewall Workplace Equality Index).
- 6.10 Work towards eliminating all pay gaps. Recommend the Gender and other protected characteristics Pay Gap report to the VCE and People Board for subsequent consideration and approval by People and Governance Committee and the Governing Body.
- 6.11 Recommend the EDI Annual Report to the VCE and People Board for subsequent consideration and approval by People and Governance Committee and the Governing Body.
- 6.12 Monitor progress (using EDI dashboard to be developed) in embedding EDI in the culture of the University, promoting an inclusive and supportive environment for all individuals to reach their full potential.
- 6.13 Regularly scan the Higher Education sector and other organisations for best practice and innovation in EDI, which is worth considering for implementation; and
- 6.14 Oversee the review and development of policies related to EDI for recommendation to VCE and People Board. Also recommend procedures to the People Board for approval. Ensure adherence to legal and regulatory requirements and best practice.

## **7. Standing Orders**

- 7.1 The Committee must adhere to the [Standing Orders](#) for Academic and Executive Committees.

November 2024

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Approved by the Vice-Chancellor's Executive November 2024