

## **EQUALITY & DIVERSITY STEERING COMMITTEE**

### **Reports to Academic Committee and Staffing Committee**

#### **Terms of Reference and Membership 2022-23**

- To maintain a watching brief on government legislation in relation to equality and good practice in the HE and wider public sector on equality and diversity issues; and recommend to USET and Council actions required to ensure compliance with legislation;
- To commission comparative and time series analyses of student data on equality and diversity; on the basis of analysis and monitoring of this data, to make recommendations for areas requiring further review, in-depth analysis, or action;
- To assure USET, Senate and Council of the continuation of initiatives to promote and embed equality across all areas of the University;
- To advise Council and its relevant committees of good practice in relation to equality of opportunity, and to highlight areas of the University where actions to ensure equality of opportunity, or to promote diversity, are required;
- To be responsible for the development, monitoring and review of the University's equality objectives and the University's Access and Participation Plan;
- To report annually to University Council via USET and Senate on equality and diversity statistics and activity in relation to students. To coordinate with the Director of Personnel to ensure that equality and diversity performance statistics in relation to staff are reported to University Council via Staffing Committee;
- To make recommendations to USET and other relevant committees as appropriate about staff training and awareness raising regarding equality and diversity;
- To receive reports/feedback from the University community, including from students, in order to assure the University of the delivery of its equality and diversity agenda;

The Committee will meet termly.

#### **Membership**

- Registrar (Chair)
- USET Representative,
- Head of Student Welfare & Well-Being
- Vice President (Welfare) of the Students' Union
- Representative from Personnel
- Two trade union representatives
- Three from the academic staff covering all Schools

#### **By invitation**

- At the request of the Chair.

#### **Secretariat**

- As appropriate