

**EQUALITY AND DIVERSITY COMMITTEE**  
(Council)

**Membership**

Ex Officio	The Pro-Vice-Chancellor (Arts & Humanities) (Chair) Director of Student Services Director of Estates and Buildings Director of Human Resources Director of Information Services Head of Corporate Communications Head of Staff and Educational Development
Disability Liaison Officer	TBC
Human Resources Manager	Ms Santha Forder
Widening Participation Manager	Mrs Becky Price
Faculty Representatives (One member of academic staff from each Faculty)	Professor Dylan Edwards (FMH) Professor Phil Gilmartin (SCI) Mr John Tully (HUM) Professor Jacqueline Collier (SSF)
Two Trades Union Representatives (only two members will attend from the list of representatives)	Mr Trevor Bellward (UNITE) Ms Anita Davis (UNISON) Dr Susan Sayce (UCU)
An Independent Member of Council A Representative from INTO	Mr Joe Greenwell Mr Simon Duckworth
The Undergraduate Education Officer of the Union of UEA Students – Ms Mary Leishman	
Secretary In attendance	Mr Matthew Gooch (Minutes) Ms Helen Murdoch (Equality and Diversity Manager)

**Terms of Reference**

1. To advise the Council and the Executive Team on the fulfilment of the University's statutory obligations in respect of equality and diversity and to recommend policy for approval.
2. To present for the consideration of Senior Management institutional schemes, action plans, initiatives and policies that are achievable, effective, and can be properly owned and translated into action.
3. To establish such sub committees as the Committee deems appropriate to consider staff and student profile data with a view to a) informing policy recommendations and b) monitoring the requirement that the institution is operating equitably.
4. To keep abreast of developments and disseminate information on equality and diversity across the University so that capacity is built on equality issues in all areas.
5. To establish two-way communication with staff and student networks to ensure their views are sought and represented as appropriate.
6. To keep under review membership of the Committee and make recommendations accordingly to Council.

**Frequency of Meetings**

There shall be a minimum of two meetings of the Committee per annum.

Council 30.06.08: Minute 64

Governance Committee 16.01.17: Minute 7