

**EQUALITY AND DIVERSITY COMMITTEE**  
(Council)

**Membership**

Ex Officio	The Pro-Vice-Chancellor (Academic) (Chair) Academic Registrar Dean of Students Director of Human Resources Director of Estates and Buildings Director of Marketing and Communications Director of Residences and Services Head of Staff and Educational Development
Faculty Representatives (One member of academic staff from each Faculty)	Professor J. Cook Professor I. Harvey Professor David Richardson Professor Neil Ward
Head of Information Services Directorate Human Resources Officer Disability Liaison Officer	Mr J. Colam-French Ms S. Forder Ms J. Abson
Head of Marketing, Admissions and Services	Ms S. Gook
A Trades Union Representative	A. Lucchesi
The Welfare Officer of the Union of UEA Students	T. Sutton (2010)
An Independent Member of Council Secretary	Ms L. McGillivray Equality and Diversity Office
In attendance:	Equality and Diversity Manager Equal Opportunities Officer of the Union of UEA Students (U. Onyka 2010)

**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.