

<b>Equality and Diversity Committee</b>	
<b>Terms of Reference</b>	
<b>Purpose:</b> To promote equality of opportunity and diversity in all aspects of the University's business.	
<p><b>Remit:</b></p> <ol style="list-style-type: none"> <li>To provide advice to the Principal and Vice-Chancellor on equal opportunities policy, practice and legislation.</li> <li>To develop, prioritise and monitor action plan(s) that will enable the University to promote equality of opportunity and encourage diversity in all aspects of University business.</li> <li>To monitor external developments in terms of teaching and learning, student support, and admissions as well as the implications for staff.</li> <li>To advise on appropriate standards that Edinburgh Napier University will measure itself against and to collect and analyse data to allow the University to measure its progress against agreed priorities and action plans.</li> <li>To identify and promote good practice from internal and external sources.</li> <li>To maintain effective liaison with and reports to other committees or groups involved in equality and diversity matters.</li> <li>To work appropriately within the remit of the committee to deliver the objectives of the University's Strategy2020</li> <li>To consider risk assessment issues arising from the remit of the Committee.</li> </ol> <p><b>Membership:</b>  Vice Principal &amp; Deputy Vice Chancellor [<b>Convener</b>]  Director of Human Resources [<b>Vice Convener</b>]  Diversity Partner  2 representatives from Student &amp; Academic Services  3 NSA representatives - President, Vice President (Reps &amp; Volunteers) and Equality &amp; Diversity Officer  2 Trade Union Reps (1 x UNISON / 1 x EIS)  1 School representative from each School  1 representative from International Office  Head of Planning  Dean of L&amp;T  Assistant Director of Property &amp; Facilities  Assistant Principal Student Experience  Athena Swan Officer  School Support Service representative</p> <p>Clerk: PA to Vice-Principal &amp; Deputy Vice-Chancellor</p> <p><b>In nominating representatives to this committee, please give consideration to ensuring a diverse representation in respect of the areas of responsibility of the Committee.</b></p>	<p><b>Specific Policy Responsibilities:</b></p> <ul style="list-style-type: none"> <li>- Equality and Diversity Statement</li> <li>- Equality Outcomes Scheme 2013-15</li> <li>- Mainstreaming Equality</li> <li>- Equal Pay and Occupational Segregation</li> <li>- Student Journey</li> </ul> <p><b>Co-options:</b> Athena SWAN Officer</p> <p><b>Quorum:</b> One-third of the total membership (excluding co-options) which must include either the Chair or a designated Vice-Chair</p> <p><b>Frequency of Meetings:</b> 3 times per academic year</p> <p><b>Reporting Line:</b> Direct to ULT  To University Court</p> <p><b>Current Sub-Committees:</b> None</p> <p><b>Current Working Groups:</b> None</p> <p><b>Minutes:</b> SharePoint</p>