

Equality, Diversity and Inclusion Working Group (EDIWG)

Terms of Reference

Composition: 3 x Full Time Officers
Chief Executive (CE)
Director of Representation and Membership Services
Venue and Events Supervisor
HR and Governance Administrator
1 x Academic & Welfare Advisor (Secretary)
Marketing and Communications Manager

Chair: President

Frequency: Monthly

Reports To: SU Trustee Board via CE
HR Subcommittee of the Trustee Board via CE
Welfare & Inclusion Council via FTOs

Purpose:

1. To oversee the implementation and ongoing development of the Students' Union's (SU) strategy around EDI.
2. To assist with the implementation of the Union's Equality, Diversity and Inclusion Policy and support the annual review of that policy.
3. To recommend actions, organisational targets, and/or KPIS around EDI to the Trustee Board, as part of the annual review process.
4. To monitor progress against any agreed actions, targets and KPIs around EDI.
5. To formulate other policy and practice for the Union that promotes EDI.
6. To support colleagues within the SU to ensure that its services and operations are accessible and uphold the principles of EDI.
7. To recommend training and development mechanisms for SU staff and students.
8. To respond to feedback and views arising from the SU's Welfare and Inclusion Council and Student Networks.
9. Via the FTOs, to lobby and challenge the University to develop and improve its practices and policies around EDI.
10. To work with the University, particularly the Director of Access and Inclusion and the University EDI Forum, on initiatives and activities that support and foster EDI and a diverse and inclusive University community.
11. To support the SU to provide safe spaces for students and staff to discuss issues around equality and diversity.
12. To research external and sector-wide best practice for opportunities for the SU.
13. To ensure that, via Marketing and Communications, we communicate to students (and wider stakeholders) our aims and intentions around EDI, as well as our progress, on a regular basis.

Next review date: March 2026