

# Equality and Inclusion Committee

## Terms of Reference

1. To maintain strategic oversight of and provide leadership, expert advice and scrutiny on all matters relating to equality and inclusion at the University, and in particular:
  - 1.1 To provide strategic insight and thought leadership for developing and delivering the University's Equality and Inclusion Strategy (2021-26), ensuring the use of a holistic and inter-sectional approach.
  - 1.2 To lead on reframing the organisation's approach to equality and inclusion. To move from beyond just legislation and regulatory compliance framework to a focus on equality and inclusion work as a business imperative that can offer a competitive advantage and deliver transformative change.
  - 1.3 To regularly monitor and review performance against the University's strategic equality and inclusion objectives to ensure that its associated action plans are effectively implemented.
  - 1.4 To develop targets and key performance indicators relating to staff and student equality and inclusion. To monitor their integration and delivery within the corporate planning process.
  - 1.5 To receive and consider reports from relevant University committees, working groups, networks, and departmental Directors to identify key strategic and operational issues relevant to equality and inclusion and provide recommendations as appropriate.
  - 1.6 To receive and deliver reports and updates to the University Board of Trustees as required including a statutory annual equality and inclusion report annual report.
  - 1.7 To establish and monitor the work of sub-groups / committees as may be required to deliver on specific areas of work in the Equality and Inclusion Committee's remit.
  - 1.8 Responsible for making decisions and/or recommendations regarding relevant strategic initiatives, policies, procedures as well as resource-related equality and inclusion matters.
  - 1.9 Oversee and approve all equality and inclusion submissions for external accreditation and benchmarking.

## Constitution

The Committee, which shall be appointed by the Board of Trustees, shall comprise:

Three independent members of the Board of Trustees, one of whom shall be appointed Chair

The Vice-Chancellor

The Head of Diversity, Equality and Inclusion, University of London

An external member with appropriate specialist expertise to work with the Committee

At the discretion of the Chair, meetings may also be attended by (a) other senior leaders of the University of London, where it is relevant to their area of expertise and responsibilities, and (b) other persons whose knowledge and experience can contribute to the work of the Committee. Such attendees will not have voting rights.

### **Mode of operation**

The quorum for the Committee will be three members, of whom two must be independent members of the Board of Trustees.

The Committee will meet once every term during the academic year.