The Chesterfield College Group

Equality Diversity and Inclusion (EDI) Committee

Terms of Reference

Composition :	Chair: Julie Richards (Principal & CEO) Deputy Chair: Jo Down (Assistant Principal Student Wellbeing and Experience) Members: John Croot (EDI Link Governor) Craig Acaster (Assistant Principal People and Culture) Nicola Beldham (SEND Manager) Michaela Greaves (Assistant Principal, Teaching, Learning and Quality Improvement) Jamie Partington (Teaching and Learning Quality Lead Coordinator) Adam Godber (Head of Vocational Studies and T Levels) Mike Ward (Head of Creative, Academic Studies and HE) Lucy Moore (Curriculum Manager Adult Education) Terry Brickles (Head of Engineering and Construction) Rhys Robinson (Head of Services to Business, Engineering and Digital) Reis Deaton (Curriculum Manager Engineering) Danielle Coope (Learning, Engagement, Achievement and Progress Mentor) Jordan Leitch (Digital Marketing Officer) Sarah Heeley (Curriculum Manager Leisure Industries) Donna Douglas (Student Representative)
Frequency of Meetings:	The Committee will meet three times a year.
Remit:	To ensure as a minimum that the college fulfils its statutory requirements related to Equality and Diversity in all areas and always remains compliant with related legislation, including requirements to publish information on the college website Drive forwards a vision for the business to exceed minimum requirements and excel in all areas of EDI practice Quality check equality and diversity related policies to ensure that they reflect the above requirements To receive updates from and guide the operational Mental Health and Wellbeing Working Group towards achievement of key strategic commitments as aligned with the Association of Colleges Mental Health and Wellbeing Charter Review statistical information concerning EDI, including complaints data, HR data and student/apprentice data, ensuring that any gaps are addressed and actions to redress balance are directed to appropriate departments Ensure that the college is proactive in benchmarking data at local, regional, and national level in order to inform good practice Establish strategies for monitoring practice across the business to ensure that EDI is at the heart of everything that we do Ensure that consideration is given to the barriers faced by those from low socio economic backgrounds as well as for those with protected characteristics, ensuring policies and practice across the business do not present barriers to opportunity and that reasonable adjustments are made as appropriate Continually review staff development activity around EDI practice in order to equip the workforce with the confidence, awareness, attitudes and toolkits to enable a consistently positive EDI culture

Review Terms of Reference and membership on an annual basis

Reporting: Produce an annual report to Corporation and Senior Managers to inform them of the current college position and to make recommendations regarding college duties under the Equality Act and any changes in legislation.

Agenda Item		Reporting Format	A = Approval I = Information D = Discussion
1.	Apologies for Absence	Verbal	I
2.	Minutes of the Previous Meeting: a) EDI Board b) Action Log & Matters Arising	Papers	 A D
3.	SEND Report	Paper	I/D
4.	Achievement Gap Report	Paper	I/D
5.	Workforce Development	Verbal	I/D
6.	Any Other Business	Verbal	D
7.	Gender Pay Gap Report – December Only	Paper	I/D
8.	EDI Annual Statement – June Only	Paper	I/D