

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:

VACANCY (EDI Link Governor)

Chantal Brown (SEND Link Governor)

Craig Acaster (Assistant Principal People and Culture)

Nicola Beldham (SEND Manager)

Sally Smith (Safeguarding and Wellbeing Manager)

Michaela Greaves (Assistant Principal, Teaching, Learning and Quality)

Adam Godber (Director of Vocational Studies and T Levels)

Mike Ward (Director of Creative, Academic Studies and HE)

Rhys Robinson (Director of Services to Business, Engineering and Digital)

Jo Turner (Personal Development Coordinator)

Jordan Leitch (Senior Digital Marketing Officer)

Caleb Wilkes (Vocational Lead)

Steve Collins (Vocational Lead)

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, including those referenced through our commitment to the Association of Colleges Equity, Diversity and Inclusion Charter.

Quality check equality and diversity related policies to ensure that they reflect the above requirements.

To receive updates from the College Mental Health Leads of progress against the Association of Colleges Mental Health Charter framework.

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 reviewing available data to inform good practice and appropriate support interventions.

Monitor practice across the business through the Inclusive Practice Framework 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.

Standing agenda items:

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