

Race Equality Group - Terms of Reference

Responsibility

The Race Equality Group (REG) is open to members who have a responsibility for the implementation of the University's Equality and Diversity Policy: Appendix G Race and the Public Sector Equality Duty (PSED), Equality Outcomes which relate to Race.

Remit

- To support and advise the University in meeting its obligations under the Equality Act 2010. This group will be responsible for the following Protected Characteristics (PCs): Race.
- To promote cultural change whereby equality for students, staff and visitors is embedded in all University's functions and activities.
- To consider implications for the University arising from external good practice.
- To oversee implementation of the PSED Equality Outcomes pertinent to Race.
- To act as a channel of communication where race equality issues can be raised and addressed or referred to appropriate bodies for action.
- To consult, as appropriate, with stakeholders and Trade Unions.
- To review the Race Equality Group membership and remit annually and to co-opt additional representative members to the Group as may be required.

Reporting line

The Equality and Diversity Strategy Committee but liaising widely with other committees and managers as required.

Membership

The REG may invite others to attend meetings on an ad hoc basis where this would help to expedite its work. In addition, the REG may co-opt individuals with specific expertise as members in order to deal with specialist items of business, but not to fulfil a representative function. In either case, the individuals may come from within or outwith the University.

Membership (2014-2015)

Where a member is unable to attend, a nominee would be desirable. Or alternatively written feedback would be expected, where a member is absent.

Race Equality Champion (Chair)	Prof. John Briggs
Equality and Diversity Officer	Mhairi Taylor
SRC Student Support	Liam King
SRC Race Equality Officer	Yasmine Abdel
Staff representative – R&T	
Staff representative - MPA	
Staff Representative – Operational/Technical	

The Group will meet 3 times per year, with the power to call extra-ordinary meetings as required.