

# Equality and Diversity Board

## Terms of Reference:

1. To oversee the development of the University's equality and diversity strategy, policies and action plans.
2. To receive and consider reports from relevant Committees,<sup>1</sup> specialist groups, and strategic business areas, to:
  - (a) assess in consultation with them how they are meeting the Council's policies relating to equality and diversity
  - (b) to offer support, guidance and recommendations where appropriate on furthering the equality and diversity agenda.
3. To make recommendations to the Council regarding University equality strategies, including meeting legal requirements.

**Reports to:** Council

## Membership:

|  |   |
|--|---|
| <i>Chairman: A serving or former Pro-Vice-Chancellor</i> | Professor Tony Ryan                             |
| <i>Ex Officio Members:</i>                               |   |
| <i>Representative of the Students' Union</i>             | Miss Sarah Charlesworth (Women's Officer)       |
| <i>Representative of the Campus Trades Unions</i>        | Ms Jane Simm (Careers Service)                  |
| <i>A Head of an Academic Department</i>                  | Professor David Mowbray (Physics and Astronomy) |
| <i>A Head of a Support Service Department</i>            | Dr Chris Sexton (CiCS)                          |

|   |                        |
|---|------------------------|
| <i>Two lay members appointed by the Council</i> |                        |
| Mr Zahid Hamid                                  | 2005-08, et seq, 11-12 |
| Mr Steve Walmsley                               | 2009-12                |

|   |                        |
|---|------------------------|
| <i>Eight other members appointed by the Senate</i>            |                        |
| Dr Rosie Parnell (Architecture)                               | 2007-10, et seq, 11-12 |
| Ms Chetna Patel (Learning & Teaching Services)                | 2008-11, 11-12         |
| Ms Elena Rodriguez-Falcon (Mechanical Engineering)            | 2008-11, 11-12         |
| Dr Brendan Stone (English Literature, Language & Linguistics) | 2008-11, 11-12         |
| Mr Martyn Heathcote (Law)                                     | 2009-12                |
| Dr Sarah Barnes (SchARR)                                      | 2010-13                |
| Mr Alan Phillips (Student Services)                           | 2010-13                |
| Mrs Lisa Woods (Accommodation & Commercial Services)          | 2010-13                |

|                                     |         |
|-------------------------------------|---------|
| <i>Up to three co-opted members</i> |         |
| Professor Micheline Beaulieu        | 2009-12 |
| Mr Keith Lilley                     | 2011-14 |
| Mrs Rita Saddler                    | 2011-14 |

|                  |                                       |
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| <i>Secretary</i> | Assistant Director of Human Resources |
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**Quorum:** Three members of the Board of whom not more than two can be members of staff of the University.

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<sup>1</sup> Estates Committee, Finance Committee, Human Resource Management Committee, Learning and Teaching Committee, Research and Innovation Committee, Senate Nominations Committee, Student Services Executive Group