

Equality, Diversity and Inclusion Committee

(a joint sub-committee of the Senate and the Council)

Terms of reference

1. To provide oversight and assurance to Senate and Council on all aspects of equality, diversity and inclusion activity with regard to staff members, in particular, the University's statutory and regulatory requirements, EDI charter marks and performance against its Equality Objectives.
2. To consider and recommend statutory Pay Gap reports to Council for approval ahead of publication. To receive reports on other non-statutory pay gaps and activity to address such gaps.
3. To review the annual Equality, Diversity and Inclusion Report ahead of consideration by Senate and Council, in line with the Public Sector Equality Duty and relevant guidance from Equality and Human Rights Commission (EHRC).
4. To monitor relevant internal and external developments to inform future Equality, Diversity and Inclusion objectives and policies, making recommendations as appropriate to Senate and Council.
5. In accordance with delegated authority, approve on behalf of Senate and Council policies relating to equality, diversity and inclusion.
6. To initiate working groups as required; to receive and consider reports from these; and to delegate to these aspects of the above in line with agreed delegated authority.
7. To receive equality, and diversity and inclusion related insights and matters for consideration from relevant and recognised University forums and networks.
8. To advise and consult with other governance bodies, in keeping with its own governance responsibilities, on matters related to equality, diversity and inclusion.

Committee Composition

(ex officio)

Pro-Chancellor

Vice-Chancellor

Deputy Vice-Chancellor (in the Chair)

Registrar, Secretary and Chief Operating Officer

Director of People and Organisational Effectiveness (Deputy Chair)

Wellbeing Officer, Students' Union

Director of Students, Education and Academic Services

Dean, Culture and Inclusion

(appointed)

one Council lay member, to be nominated via Nominations Committee

nominee of the Executive Dean of Faculty of Health and Medicine (Executive Dean, Deputy Dean or Associate Dean)

nominee of the Executive Dean of Faculty of Humanities, Arts and Social Sciences (Executive Dean, Deputy Dean or Associate Dean)

nominee of the Executive Dean of Lancaster University Management School (Executive Dean, Deputy Dean or Associate Dean)

nominee of the Executive Dean of Faculty of Science and Technology (Executive Dean, Deputy Dean or Associate Dean)

(co-opted)

two co-opted external members, appointed in accordance with the Nominations Committee process

To achieve a greater diversity profile of membership, the Chair of the EDI Committee can co-opt others to the EDI Committee.

(in attendance)

Equality, Diversity and Inclusion Manager

one Lancaster University Students' Union Management Team representative

Deputy Director of People and Organisational Effectiveness

Associate Director, Wellbeing and Inclusion

Procedure

The Committee shall meet three times a year and shall report as appropriate to the Senate and the Council.

The Standing Orders set out a standardised approach to committee procedural arrangements, including membership terms, quoracy and declaring interests. All members are encouraged to read the Standing Orders available on the [Governance website](#).

As per the University's Code of Practice on Freedom of Speech and Academic Freedom, all committees considering business that could affect compliance with free speech duties, in line with their delegated authority, are expected to have due regard for any impact on the University's duties to secure and promote the importance of freedom of speech and academic freedom. Any enquiries regarding this should be directed to the Director of Strategic Planning and Governance in the first instance.