

Committee Terms of Reference: EQUALITY, DIVERSITY AND INCLUSION (EDI) STRATEGIC OVERSIGHT GROUP

Reports to: the University Executive

Occurrence: Three times a year

Terms of reference last reviewed: October 2022; last revised: October 2022; and next due for review: October 2024

Members:

- Chair (Pro-Vice Chancellor with Executive-level responsibility for EDI)
- Pro Vice-Chancellor with responsibility for Gender
- Pro Vice-Chancellor with responsibility for Ethnicity
- Director of Welsh Language and External Engagement (or Deputy)
- Head of Human Resources
- Head of Communication and Public Affairs
- Director of Global Marketing and Student Recruitment (or Deputy)
- Director of Student Services
- Diversity and Inclusion Manager
- Chair of Black, Asian and Minority Ethnic Staff network
- Chair of LGBT+ staff network
- Students Union Chief Executive Officer
- Students Union Officer
- 1x Faculty Manager
- 1x Trade Unions' Representative
- 1x Senate Representative

16 members.

Quorum: 9 members

In attendance:

At the discretion of the Chair other University officers, as may be appropriate, shall be invited to attend meetings. Members shall be entitled to arrange for a deputy to attend individual meetings on their behalf, on the understanding that the deputy should be suitably informed and able to contribute to discussions with the required authority.

Remit:

The Equality, Diversity and Inclusion (EDI) Strategic Oversight Group will ensure that the University meets its statutory obligations in relation to EDI, in meeting and embedding the Equality Act, Public Sector Equality Duty (PESD) and the Well-being of Future Generations Act. The Group shall foster an inclusive learning and working community which is free from discrimination, harassment and victimisation, and where all our staff and our learners are supported, feel respected and can realise their potential.

Terms of reference:

To provide strategic oversight and direction in relation to the University's EDI priority activities and identify future areas for priority

To consider and recommend for approval by the University Executive, or by a governance committee via the University Executive:

- i. The University's Strategic Equality Plan, and to ensure effective promotion, implementation and monitoring of the impact of the EDI policies and action plans.
- ii. The University's Annual Equalities Report that outlines the progress Aberystwyth University is making on equality, diversity and inclusion in the workplace to comply with the Public Sector Equality Duty (PSED).
- iii. The Annual Gender Pay Gap Report, and the consideration of other pay gap reporting
- iv. The University's Equal Pay Review that takes place every five years to ensure that the University has a fair pay and remuneration system that rewards staff with equal pay for carrying out equal work.

To consider and have authority to review and approve on behalf of the University Executive:

- i. The commission, as required, of pieces of work which will support the University in fulfilling its responsibilities and enhance the University's performance on EDI issues

To receive reports for information, and advise the University Executive, or a governance committee via the University Executive, as appropriate on:

- ii. the use of Equality Impact Assessments (EIAs) across the University and associated processes;
- iii. Training needs and materials, including monitoring of completion rates
- iv. monitoring sector-wide developments with regards to EDI and to implement as appropriate to sector best practice.
- v. Updates and actions that arise from EDI staff network
- vi. Any specific new initiatives requiring action – for example the AU response to REF

To oversee the University's liaison with, and the strengthening of, relationships with relevant external organisations.

Operation

Two meetings of the Committee shall be scheduled each academic year. However, at the Chair's discretion, the Investments Committee may carry out its duties by means of a formal Committee meeting, or by electronic correspondence between Committee members. Any such resolutions made outside of a formal Committee meeting shall be fully documented, and reported to the next full meeting of the Investments Committee.

The Committee shall agree and submit an annual report to Council on the performance of the investments, including performance against the benchmarks agreed by the Committee. This report shall include an assessment of the performance of the Investments Advisors.

The Director of Finance and Corporate Services may take day to day investment decisions in consultation with the Chair of the Committee, within the parameters of the Treasury Management Policy and the Investment Policy as agreed by Council. Any decisions taken by the Director of Finance and Corporate Services in this respect shall be reported to the next full meeting of the Committee.