

## EDI Board

### 1. Constitution

- 1.1 The Vice-Chancellor has established an Equality, Diversity and Inclusion Committee known as the EDI Board, which reports to the Vice-Chancellor's Executive (VCE). It also reports to the People Board on the elements of the People sub-strategy relating to EDI.
- 1.2 The EDI Board will liaise on EDI matters with those Committees responsible for implementing the University sub-strategies and the Strategic Programme Board. The University Strategy has EDI at its core.
- 1.3 The Student Success Board and the Widening Participation Committee will liaise with the EDI Board on matters relevant to the EDI Board's remit, e.g. the BAME Awarding Gap and widening participation.

### 2. Scope

- 2.1 The EDI Board will champion equity in representation, pay, experience, culture and environment to ensure that our people reflect the diversity of our students and communities with a view to being seen as sector leading in EDI.
- 2.2. The EDI Board will make recommendations to VCE on the University's EDI Programme to deliver sector-leading EDI activities and oversee implementation of the EDI Programme. The University's accreditations in relation to the Race Action Plan, Stonewall, Disability Confident, Athena Swan and Technicians Commitment are important initiatives in this programme.
- 2.3. The EDI Board will provide an opportunity for EDI leads to share progress and best practice.

### 3. Membership

- 3.1 The membership shall be as follows:

#### **Ex Officio**

- Deputy Vice-Chancellor and Provost (*Co-Chair*)
- Associate Director, Talent, Reward and Development (*Co-Chair*)
- 4 x Chairs of Staff Networks
- Executive Director of Student and Academic Services
- Executive Director of Strategic Planning & Business Intelligence
- PVC Education
- Director of Greenwich Research and Enterprise

#### **Other Members**

- 1 x Faculty Operating Officer
- 1 x Associate Dean (Student Success)
- 1 x student representative nominated by the Students' Union

- 2 x EDI representatives from HR

3.2 The Other Members shall be appointed to the Board by the Chair for one year. The Faculty Operating Officer and Associate Dean (Student Success) will rotate annually among other holders of these positions.

#### **4. Attendance at meetings**

4.1 At the discretion of the Chair, other staff who are not members of the Board may be invited to attend on an ad hoc basis for specific items where their attendance can inform and support the Board.

#### **5. Delegated Authority**

The Board is authorised by the Vice-Chancellor to approve:

5.1. Good practice in EDI to promote awareness and engagement with EDI Policy and Practice.

#### **6. Other Duties**

The other duties of the Board shall be to:

6.1 Recommend for VCE approval an annual programme of work including targets, based on the objectives of the University strategy. Champion and promote reflection, excellence and innovation across all areas covered by the Committee;

6.2 Implement the EDI Programme of work and regularly monitor progress. Oversee the the University's accreditation programme.

6.3 Monitor progress and performance against KPIs and other metrics, reporting progress to VCE. Ensure that the data and metrics used to monitor implementation are as robust and reliable as possible. Make recommendations to VCE on actions to improve performance;

6.4 Review the work of the University sub-strategy boards as they address EDI issues/priorities and ensure they receive any necessary EDI support;

6.5 Liaise with the Student Success Board on closing the BAME awarding gap;

6.6 Liaise with the Widening Participation Committee on matters relevant to the EDI Board's remit;

6.7 Support and monitor the University's compliance with the Public Sector Equality Duty and the Equality Act (2010);

6.8 Support the sustainability of the staff equality networks to support changes that respond to the needs and expectations of our people;

- 6.9 Support the EDI Charter initiatives and achieve high accreditation standards (e.g. Athena Swan, Disability Confident, Race Equality and Stonewall);
- 6.10 Work towards eliminating all pay gaps. Recommend the Gender Pay Gap report to the VCE for publication to stakeholders;
- 6.11 Monitor progress in embedding EDI in the culture of the University, promoting an inclusive and supportive environment for all individuals to reach their full potential;
- 6.12 Regularly scan the HE sector and other organisations for best practice and innovation in EDI which is worth considering for implementation; and
- 6.13 Oversee the review and development of policies related to EDI for recommendation to VCE. Also recommend procedures to the People Board for approval. Ensure adherence to legal and regulatory requirements and best practice.

## **7. Standing Orders**

- 7.1 The Board must adhere to the [Standing Orders](#) for Academic and Executive Committees.

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