

UEB Equality, Diversity and Inclusion Sub-Group

Purpose:

- The UEB Equality, Diversity and Inclusion Sub-Group is a Sub-Group of the University Executive Board.
- It is responsible for developing, overseeing and monitoring the implementation of actions to ensure the University meets its Public Sector Equality Duties under the Equality Act 2010. It oversees the development of EDI Strategies and Action Plans, designed to support the delivery of these duties and relevant EDI priorities under the “One University” pillar of the University’s Vision and Strategy.
- The work of the Sub-Group informs the provision of EDI-related assurances to Council, through the Council Equality, Diversity and Inclusion Committee.
- The Sub-Group meets three times per year.

Terms of Reference:

1. To support UEB in executing the University’s responsibility to adhere to its legal duties under the Equality Act 2010, its equality and diversity obligations under the CUC Higher Education Code of Governance (2020) and associated legislation and statutory duties relating to equality, diversity and inclusion.
2. To provide assurance that the University has effective and robust equality, diversity and inclusion policies and key performance indicators in place and that these are embedded throughout the University.
3. To consider and propose to UEB for approval of appropriate amendments to equality, diversity and inclusion policies.
4. To develop and propose to UEB an EDI strategy, oversee its delivery and monitor progress against key performance indicators.
5. To develop and propose to UEB protected characteristics EDI Strategies and Action Plans, oversee their delivery and provide assurance that robust structures are in place for measuring performance and monitoring progress against key performance indicators.
6. To receive reports from professional services, each of the faculties and AMG, and monitor progress of professional services, school and faculty EDI actions, including progress against KPIs.
7. To consider and advise UEB on the appropriate allocation of resources for the sustainable implementation of EDI strategies.
8. To advise UEB on regulatory and legal matters relating to equality, diversity and inclusion.
9. To promote an intersectional approach to the University’s EDI work.

10. To oversee the development of an Annual Report that meets requirements of the Equality Act 2010 and the CUC Higher Education Code of Governance (2020), to be submitted for consideration and approval by the Council Equality, Diversity and Inclusion Committee and Council.
11. To take into account, as part of its duties, the impact of its decisions on the University's compliance with its legal and regulatory duties relating to free speech and academic freedom, including under the Higher Education and Research Act 2017 (as amended by the Higher Education (Freedom of Speech) Act 2023) and related OfS Regulatory Guidance.

Reports to: University Executive Board.

Membership:

Chair (Director of Human Resources): Ian Wright

Ex-officio members:

Associate Director of Organisational Development & Employee Engagement	Hannah Morgan
Associate Director, Student & Academic Services	Debra Ogden

Faculty and Professional Services Directors of One University:

Faculty of Arts & Humanities	Professor Hugo Dobson
Faculty of Engineering	Professor Neil Sims
Faculty of Health	Professor Sheila Francis
Faculty of Science	Professor Liz Milne
Faculty of Social Sciences	Nancy Stuart (Interim)
	Professor Rebecca Lawthom (Interim)
Advanced Manufacturing Group	Ryan Diver
Professional Services	Deborah Lodge

Chairs of the EDI Delivery Groups:

Chair of the Disability Equality Delivery Group	TBC
Co-Chairs of the Gender Equality Delivery Group	Sarah Plumb & Lindsey Wilson
Chair of the LGBT+ Equality Delivery Group	Professor Richard Phillips
Chair of the Race Equality Delivery Group	Professor Amaka Offiah
Chair of the Religion, Belief and No-Belief Equality Strategy Delivery Group	Professor Neil Sims (Interim)

Staff Network Chair representatives¹:

Zoey Wyllie (nominated)	2025-26
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¹Up to two Staff Network Chairs in attendance at each meeting. One to be nominated for the year by the Staff Network Chairs, the other to be put forward on a meeting by meeting basis by the Staff Network Chairs.

Rotating from the Staff Network Chairs

In attendance:

Hannah Morgan (Associate Director of Organisational Development & Employee Engagement)

Secretary:

Emily Allan (University Secretary's Office)