

**Equality, Diversity and Inclusion Committee**  
*(a joint standing 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)

Deputy Chief Executive (Operations) and Secretary

Director of People and Organisational Effectiveness) (Deputy Chair)

Vice-President, Welfare, Students' Union

Director of Students, Education and Academic Services

Dean, Equality, Diversity and Inclusion

*(appointed)*

one Council lay member, to be nominated via Nominations Committee

Nominee of the Dean of Faculty and Arts and Social Science (Dean, Deputy Dean or Associate Dean)

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

Nominee of the Dean of the Management School (Dean, Deputy Dean or Associate Dean)

Nominee of the Dean of Faculty of Science and Technology (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

Associate Director of People, Culture and Inclusion

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](#).