

## **Equalities Board**

### **Terms of Reference 2020/21**

#### **Aims**

To enable the Council to work to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations amongst different sections of the community through all the council's functions and duties.

To support the effective implementation of the Council's Fair Access, Diversity and Inclusion Policy and the delivery of the Equality Objectives through monitoring and review of service plans, activities and projects.

To contribute to the Annual Equality Report.

To advise and support services on their plans for implementing the Fair Access and Inclusion Policy and the delivery of the equality objectives agreed by the Council.

To make recommendations to CMT, DMTs and others as required enabling and supporting the council and council services to become an exemplar in effective equalities practice and meeting legislative requirements.

To enable and support the sharing of good equalities practice.

To enable and support staff forums (DWF, BAME, GENDER, LGBTQ etc) by providing a platform to raise awareness and contribute to solutions.

#### **Membership**

- Representatives from key customer facing services, at an appropriate level of seniority to enable the Group to meet its aims.
- Representatives from Human Resources and Organisational Change including learning and development functions.
- Representatives of the staff forums.
- Co-option of others with specialist knowledge or skills as required

#### **Role of Members**

- Attend quarterly meetings or, if unable to attend, arrange representative from same directorate.
- Share examples of good practice from own directorate at meetings
- Disseminate learning from meetings within own directorate
- Participate in proactive solutions to areas of concern
- Ensure effective equality monitoring by contributing to the formation of new equality objectives for 2020/21 and the regular monitoring of these thereafter

### **Frequency of meetings**

The Group will meet once every Quarter. Additional meetings if required, to enable group to meet its aims will need to be agreed by the chair.