



Purpose and Scope

To advise Council, Senate, the University Operations Team (UOT) and the University as a whole on issues of both equality and diversity.

In line with Newman University's Catholic ethos, to support the development of a culture which values all individuals and fosters an inclusive learning environment.

To positively promote equal opportunities through the dissemination of effective practice.

Terms of Reference

To advise the University on the fulfilment of statutory requirements related to equality and diversity.

To ensure that the principles of equality and diversity are embedded in University culture, documentation and practice.

To support the development of a fully inclusive and non-discriminatory learning and working environment.

To monitor the implementation of equality and diversity.

To consider policies, whether new or being updated, and advise where necessary.

To ensure that a regular review is undertaken in relation to all University policies and processes and that any actions arising are followed through.

To take actions where identified.

To monitor annual statistics with reference to equality and diversity issues; to receive and action any formal recommendations resulting from any incidence of discrimination, victimisation or harassment and make recommendations for subsequent action.

To monitor recruitment and employment practice in relation to equality and diversity.

To discuss any issues arising from annual monitoring reports and the Staff Survey, and make recommendations.

Role	Name	Tenure
Student Representative	Jesse Shergill	(Sept 21 – Aug 24)
Union Representative - UCU	Keith Bishop	(Sept 20 – Aug 23)
Union Representative - UNISON	Shirley Meades	(Sept 20 – Aug 23)