

EQUALITY STEERING COMMITTEE

TERMS OF REFERENCE

Policy	√
Review of Policy	√
Review of Trust Area of Activity	√
Operations	
Resource Management	√

<p><u>The aim of this Committee is:</u></p> <ol style="list-style-type: none"> 1. To provide a Board-level strategic view of Equality and Diversity issues across all staff groups in our Trust and in turn to update the Board on the development of issues within this agenda. 2. To have delegated governance for reporting to the Trust Board. 3. To ensure Equality and Diversity considerations are embedded in the day to day life of our Trust, whether in terms of service design and delivery, patient care or workforce matters, in accordance with our values, our strategic objectives for patients and staff and our pledges to patients and staff in the NHS Constitution. 4. To ensure that our Trust meets its general obligations under the Public Sector Equality Duty of: <ul style="list-style-type: none"> • Eliminating discrimination, harassment and victimisation. • Promoting Equality of Opportunity • Fostering good relations 5. To ensure that our Trust meets its specific duties under the Public Sector Equality Duty of: <ul style="list-style-type: none"> • Transparency and in particular, publishing appropriate data about its performance that enables stakeholders to judge the performance of the Trust with regards to issues of Equality and Diversity. • Engaging with varied and diverse groups of stakeholders internally and externally and in particular, ensuring that the views of those holding a protected characteristic are sought and considered. • Developing suitable Equality Objectives having used the published data to consult and identify key areas of improvement. 6. In supporting each of the specific duties listed, as well as the general duties, to migrate from tick-box 'Equality Impact Assessment' approach to one of 'Analysis of the Effects on Equality', focusing attention on the quality of analysis and, in particular, the evidence used and engagement undertaken in policy and service development 7. To operate within the national EDS framework. 8. To horizon scan for any changes in legislation or outputs from consultation which will help inform the Trust approach. 	<p>Membership & Responsibilities</p> <p><u>The Committee will comprise:</u></p> <p>Non-Executive Director [Chair] Director of HR & OD Director of Clinical Strategy Associate Director of HR Medical Staffing Manager Head of Patient Experience Disability Equality Officer Joint Chair of Staff Side LNC Representative Communications Specialist Constituency Governor Lead Chaplain</p> <p>Quorum will be reached if 4 members of the Committee are present.</p> <p>Frequency of Meetings Bi-monthly, or more frequently as required. These may be cancelled if there is no business, or additional meetings may be arranged if there is urgent business</p> <p>Reporting Line Trust Board.</p> <p>Submission/Availability of Minutes Agendas will be circulated by the Chair before the meetings. Minutes will be circulated by the Chair before the next meeting.</p>
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