
Terms of Reference: Equality Committee (EC)

Date of Approval:	January 2013, Senior Management Team
Last Reviewed:	March 2017
Date for Review:	March 2018
Version	V5.0
Chair:	HR Manager
Secretary:	HR Assistant

Context

The objectives of this group are to assure, improve and promote equality for all University College of Osteopathy (UCO) users, within the UCO, as required under the Equality Act 2010. This includes consideration of: disability, race, religion, gender, age, sexual orientation, marriage & civil partnership, gender reassignment and pregnancy & maternity.

Terms of reference

1. To promote an inclusive, supportive and equitable learning environment; which is consistent with the UCO's values and strategic plan.
2. To ensure the UCO maintains compliance with equality legislation covering the 9 protected characteristics.
3. To be responsible for the generation of objectives, implementation and annual review of the UCO Single Equality Scheme.
4. To inform and advise the Senior Management Team of matters and actions regarding equality through the minutes of its meetings. Issues may be raised directly with the Senior Management Team, if required.
5. To identify equality and diversity training and development needs for staff.

Frequency of meetings

The Equality Committee meets at least once a year.

Composition and conditions of membership

HR Manager (Chair)

Vice Principal (Education)*

Head of Clinical Practice

A representative from each course

SU President*

A Board member representative

A student representative

Staff volunteers

HR Assistant (Secretary)

Named members serve as a condition of their role. An open call is made before each meeting for volunteer members.

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*If the Vice Principal (Education) or the SU President cannot attend the meeting s/he should nominate another member of the Senior Management Team / Students' Union.

Reporting and subcommitteesReports to:

The Equality Committee reports directly to the Senior Management Team through the minutes of its meetings.

Receives reports from:

The Equality Committee has no subcommittees.

Amendment Record

Date of Amendment	Type & Summary of Amendment	Amendment Approved By
March 2014	Administrative - Correction of committee title and updating of role titles.	Committee Chair
May 2016	Minor – Amendments to reflect change in Chair and Secretary role titles and current committee titles.	SMT
Mar 2017	Administrative – Amendments to reflect current staff roles and titles.	PRAG Chair
Aug 2017	Administrative - Amendments to update institution name change from British School of Osteopathy to University College of Osteopathy.	PRAG Chair