

SWT Equalities and Diversity Group Terms of Reference

Purpose

The group will provide focus on best practice around equality and diversity. This will be throughout the organisation and in its dealings with customers and the community.

Objectives

The group will:

- Supportively challenge the organisation and make sure it is embracing equality and meeting legislative requirements;
- Be proactive; ask what more can be done for staff and customers;
- Create feedback between customer and communities and the group;
- To act as forum to discuss equality issues, and find possible solutions to these issues;
- Act as a forum for discussions around issues that are affecting, or could affect, the services that we provided and the community that we serve;
- Monitor and review the Councils progress on equality and diversity;
- Identify any additional actions to be included within the Corporate Equalities action Plan;
- Identify training and development opportunities for staff and members to promote a better understanding of equality and diversity.

Frequency

- Meetings will be quarterly (although additional meetings can be called where necessary).
- Notes of the meetings will be captured.

Membership

- The group will consist of officers and members of Somerset West and Taunton who have a particular interest or insight into the subject;
- The group will be chaired by the Portfolio holder for Communities;
- The group will be non-political;
- The group should be made up of no fewer than 3 members and 3 officers;
- Facilitation support will be provided to the group.

The group may invite others to join particular meetings where additional insight, advice or learning would be helpful.

Output

- A twice yearly report will be written to Audit, Standards and Governance committee which sets out ongoing progress in relation to Equalities and Diversity as well as recommendations for additional areas of focus going forward.