

ED & I Working Group



Aim

- The EDIWG ensures that the Service meets its statutory requirements in regards to Equality, Diversity and Inclusion.
- The group will look for every opportunity to embed good practice in ED&I delivery with all managers and staff by ensuring knowledge and skills are maintained and individual capabilities are increased.



Terms of Reference

- Responsible for the publishing, review and update of the Service's ED&I Strategy and associated area of the Service's website and intranet.
- Responsible for the publishing, review and update of the Service's ED&I Policy Framework.
- Responsible for the Service meeting its obligations under the Public Sector Equality Duty (PSED). To include publishing, review and update of the Service's Equality Data and Equality Objectives and associated Action Plan.



Terms of Reference

- Monitor and review the provision of ED&I training and Equality Impact Assessments throughout the Service.
- Maintain sufficient service networks and relationships to give all managers and staff the ability and confidence to deliver ED&I and create positive environments for staff and the community we serve.
- This includes maintaining relationships with partners for the purposes of progressing our equality aims and objectives, maintaining networks of equality advisors/practitioners/allies in the workplace and providing individual coaching to ensure equality issues can be resolved locally by staff.



Terms of Reference

- The membership of the EDIWG will consist of a core team of 10. The group will allow “additional seats” for Special Interest/ Protected Characteristic members as available/ willing to contribute. (Possibility up to 15) Representation will be sought from:

Leadership:	Representative bodies:	Service delivery reps:
<ul style="list-style-type: none"> • CFA (ED&I Champion) • Chair (ACFO Service Support) 	<ul style="list-style-type: none"> • Union reps (up to 4) 	Service Delivery/Support x4 Corporate Resources x2 HR (as legislation advisor) Group Secretary

It is the responsibility of the group to monitor and review the diversity of its membership, working to balance the skills and interests of the members in regards to the on going work.

