



Equality Consultative Group

Membership:

Nominated representatives:

Muhammad Patel – Attendance Officer
Olga Brownlow - Teacher
Naadia Begum – HR Assistant
Emma Turner – Research & CPD Lead
Jenny Blewitt – Advisory Board Member
Ravinder Saund – Advisory Board Member
Chantal Harrison – Learning Support Assistant

Equality steering group members:

Paul Stone – Trust Leader
Louise Barber – Operations Director
Beena Chohan – HR Manager
Kathie Wade - Headteacher
Halil Tamgumus - Headteacher
Karen Ludden – Executive Assistant
Helen Stockill – Head of Governance

Equality Consultative Group (ECG) Terms of reference

Purpose

The ECG has responsibility for supporting the development and delivery of the Trust's Equality Strategy.

The group will promote, champion and encourage diversity, inclusion and equality in the Trust and will monitor the key areas of performance.

The group will also consider the future strategic agenda relating to diversity and inclusion and will advise and make recommendations on appropriate initiatives and activities that will help the Trust achieve its key diversity aims.

The group should act as a channel to challenge the Trust in terms of our practice, approach and development of diversity and inclusion; in particular where progress is limited or, in support of underrepresented or disadvantaged individuals/ groups.

Membership

The group shall be made up of:

- Up to 7 nominated representatives from schools & governance
- Up to 6 members of the equality steering group which represents – HR, Governance & School Leadership
- Trust Leader

The group will review its membership annually to ensure that it best reflects the requirements of the role.

Terms

ECG nominated representative will serve a three-year term. Representatives wishing to resign before their end of term should aim to give a term's notice.

Frequency of Meetings

Termly – second half of each term (to be reviewed after 6 months)

Chairing

The group will elect a chair from among their number annually. The Chair role is reserved for nominated representative members.

Ally roles

Each nominated representative will act as an ally for one or more protected characteristic. The roles will actively promote and seek to advance the culture of inclusion. Allies are expected to take time to educate themselves and seek to understand the issues that affect the group they have chosen to advocate for.

Quorum

The quorum is 10 members which must include:

- The Chair (or nominated Deputy)
- At least 3 members of the equality steering group (to include the Trust Leader or Deputy)
- At least 5 members of the nominated representative

Meeting administration

The group will be serviced by the Executive Assistant with support from the Head of Governance.

Responsibilities

- ⊙ Contribute to the delivery of the Trust Equality Strategy and monitor progress against the objectives
- ⊙ Develop an understanding of how equality and inclusion affects our stakeholders (staff, pupils, parents, governance etc) and use this to steer strategy.
- ⊙ Help drive the changes required to embed equality across the Trust to engage staff and stakeholders.
- ⊙ Support and champion equality and inclusion in all areas of the trust.
- ⊙ Ensure that equality issues and inclusion are considered in key Trust strategies and policies
- ⊙ Regularly review of both qualitative and quantitative data relating to diversity and inclusion and staff satisfaction and engagement across the Trust.

Reporting

An update report will be provided to stakeholders following each meeting.