

## **Equality, Diversity and Inclusion Committee**

### **Terms of Reference**

#### **Overall purpose**

The Equality, Diversity and Inclusion (EDI) Committee, on behalf of the Board of Trustees, provides high-level strategic oversight and direction to the equality, diversity and inclusion work of the FSRH.

The committee exists to:

- Develop, implement and oversee an FSRH EDI strategy and associated action plan, ensuring EDI work is embedded within the wider strategic objectives of the Faculty
- Look at EDI matters holistically, from both an internal organisational perspective, and externally in support of the FSRH membership and professional representation
- To provide advice and guidance to the Board of Trustees, Council, Committees and Senior Management Team on EDI matters
- To make recommendations to the Board of Trustees on the FSRH's EDI priorities
- To improve the breadth of representation across protected characteristics in all aspects of the work of the FSRH
- Review existing FSRH EDI related policies and make, where necessary, recommendations for development
- Consider available FSRH data and information to assess priorities and recommend activity, and identifying where additional data collection is required
- Engage with other medical colleges to share EDI learning and good practice

#### **Membership**

Membership of the FSRH EDI is as follows:

- President of the FSRH (Co-chair)
- Trustee (Co-chair)
- Senior Vice President
- Vice President, Workforce
- 2 x Council representatives
- 3 x Member representatives (Speciality, GP & Nurse)
- CSRH Trainee representative
- Chief Executive Officer
- 2 x FSRH staff representatives
- Lay representatives

Add co-opted members ad hoc

### **Meeting frequency and quoracy**

- The EDI Committee will meet four times per annum
- Meetings may be held in by remote attendance