

BU Race Charter Self-Assessment Team

Terms of Reference

Guiding Race Equality Charter Principles

- Racial inequalities are a significant issue within higher education. Racial inequalities are not necessarily overt, isolated incidents. Racism is an everyday facet of UK society and racial inequalities manifest themselves in everyday situations, processes and behaviours.
- UK higher education cannot reach its full potential unless it can benefit from the talents of the whole population and until individuals from all ethnic backgrounds can benefit equally from the opportunities it affords.
- In developing solutions to racial inequalities, it is important that they are aimed at achieving long-term institutional culture change, avoiding a deficit model where solutions are aimed at changing the individual.
- Minority ethnic staff and students are not a homogenous group. People from different ethnic backgrounds have different experiences and outcomes of higher education, and that complexity needs to be considered in analysing data and considering actions.
- All individuals have multiple identities, and the intersection of those identities should be considered wherever possible.

Delegated Authority and Purpose	The purpose of the Race Equality Charter Institutional Self-Assessment Team is to develop ways to address structural inequalities in relation to race as well as develop solutions to make long term change.
Main responsibilities	<ul style="list-style-type: none"> • To co-ordinate, oversee and support the preparation of the University's Race Equality Charter submission and subsequent re-application. • To support Faculty and Directorate representatives in gaining, collating and analysing quantitative and qualitative data which will support the development of the submission and supporting action plan. • To meet every two months to progress the development of the submission and the subsequent implementation of the action plan. • Promoting race equality and a culture that values all staff, students and the wider community.
Duration	Permanent
Chair	Executive Dean of Media and Communication
Deputy Chair	Senior Lecturer In Politics, Media and Communication and Founder/Director of Black British Academics

Management and Support	To be provided by the Equality and Diversity Service which will take responsibility for taking and publishing the minutes, organising the agenda and overseeing the completion of actions in partnership with the Chair and Deputy Chair of the BU Race Equality Self-Assessment Team.
Membership	<ul style="list-style-type: none"> • Representatives from each Faculty and Professional Service • Equality and Diversity Adviser, Organisational Development • Chief Operating Officer, Office of the Vice-Chancellor • Human Resources Manager, Human Resources • Two representatives from Students' Union staff • Two representatives from Students' Union sabbatical posts • Students of colour representatives • Head of Regional Community Partnerships • UCU Equality Officer • UNSION Equality Officer <p>It is at the discretion of the Chair to request the presence of particular individuals for any given discussion.</p>
Quorum	50% of the membership
Usual Number of Meetings	To meet every two months
Reporting Line	Equality and Diversity Steering Group which reports to the University Leadership Team (ULT)
Minutes	Matters reported termly via the Equality and Diversity Steering Group and Fair Access Agreement Management Group. An overview of work is provided as part of the Equality and Diversity Annual report. Updates on Race Charter work will also be provided by the Chair at ULT meetings.
Sub-committees	Working of BU Race Equality Charter Self-Assessment Team is supported by various sub-committees and other short-term projects groups as necessary.
Publication	Non-confidential, confirmed minutes are routinely published and are made available via the intranet