

BAME Steering Group Terms of Reference

Aim:-

The primary purpose of the BAME (Black, Asian and minority ethnic) Steering group is to represent the interests and aspirations of BAME employees and students at BCU by embarking upon actions that will lead to parity of opportunity for BAME colleagues and students. The group aims to embark upon relevant and strategic actions that act as a catalyst in helping to drive race equality throughout all areas of the institution. This will require members and invited speakers to engage in frank discussions that raise awareness about any structural barriers within BCU processes, policies and procedures that negatively impact BAME staff and students. Any subsequent revelations will assist the steering group in its endeavours to make recommendations to key decision makers that offer, creative, efficient and effective solutions which permanently eradicate identified barriers from within University structures.

The activities of the group will be communicated to all EDI committees where required.

Objectives; of the BAME Steering Group will be:

- To undertake the required actions and work that will enable BCU to achieve the Race Equality Charter (REC) Bronze award in the medium term with the long- term aim of the University receiving a REC Silver Award.
- To provide feedback when required, in the review of new or existing procedures, policies and processes that directly or indirectly impact BAME staff and student access, achievement, promotion and progression, with the aim of ensuring that these do not directly or indirectly impact BAME staff or students.
- To provide a safe space that encourages BAME staff and guests to network and where possible, offer opportunity for member coaching and mentoring and a means to promote the sharing of best practice, skills, knowledge and experience and develop resilience skills for well-being.
- To input into activities, where possible, that inform and educate staff and students and promote varying BAME cultural celebrations
- To make relevant and valid contributions to priorities disseminated from any of the other EDI committees and any requested BCU Professional or Academic Service areas.
- To act upon requests from BAME staff and students themselves in matters relating to career or academic accessibility, attainment, progression, recruitment, recognition, progression and achievement by identifying issues and offering possible solutions when making recommendations to the appropriate persons.
- To use internal and external sources of information and data to support identified concerns as evidential support if required that would inform recommended solutions when reporting concerns to appropriate decision makers.

Meetings:

The meetings will be held bi- monthly for the first 6 months and then quarterly as the group activities become established.

In attendance by invitation

Other senior staff *ex officio*

Other external / associate guests *ex officio*

Term of Appointment

Standard term of appointment is 12 months

All members, external/ associate members may be appointed through recommendation by the Chair to the University EDI Department who will appoint stated members if in agreement.

Note: Terms of reference will be reviewed and may be amended periodically and confirmed by the BAME Staff Steering group.