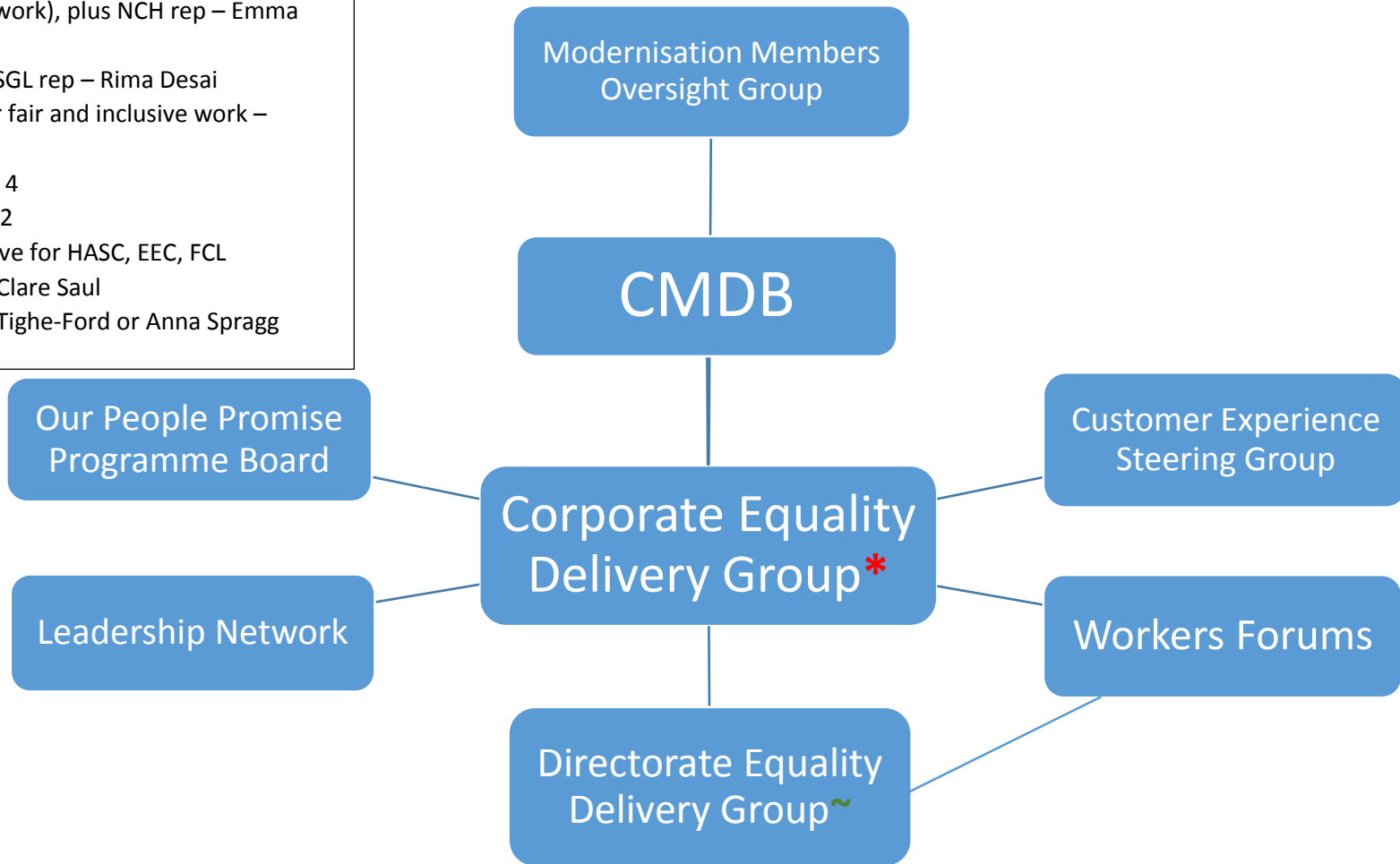


Equality Governance Framework

Corporate Equality Delivery Group Membership
ELT sponsor – Pinaki Ghoshal (Chair of CEDG)
SRO (Fair and Inclusive Promise – part of OPP), plus F&R rep – Ali McManamon
SRO (EFLG and services work), plus NCH rep – Emma McDermott
Project Assurance, plus SGL rep – Rima Desai
Project Management for fair and inclusive work – Deborah Totney
Forum representatives x 4
Union representatives x 2
Directorate representative for HASC, EEC, FCL
Communications lead – Clare Saul
Equalities leads – Sarah Tighe-Ford or Anna Spragg



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This framework replaces WEG, DEGs and ESG

*Membership of this group to be reviewed at the end of Year 1. ~DEDG meets quarterly for 1.5 hours as part of a DMT meeting

BHCC Corporate Equality Delivery Group (CEDG)

Terms of Reference

(February 2019)

The CEDG will promote and drive a culture of excellent equality and inclusion practice across the council in service delivery and for current and potential employees.

Purpose:

- **Oversee and drive progress against the council's equality aims (currently the Fair & Inclusive Action Plan and attainment of 'excellent' in the Equality Framework for Local Government);**
- **Facilitate sharing of learning and best practice from across the council, and other organisations;**
- **Be a forum for open and honest discussion about areas for improvement, to recommend solutions and to oversee implementation;**
- **Critically review relevant data (including workforce, service and city data) to measure progress and define further action as needed;**
- **Receive, discuss and identify actions addressing feedback from the Workers' Fora, the unions, services and other routes;**
- **Engage and communicate with all relevant services, networks and communities, to ensure understanding, buy-in and active involvement.**

Membership

ELT (chair)

Head of HR & OD (SRO) and F&R representative

Head of CETS (SRO) and NCH representative

Head of PIP – Project Assurance, SGL representative and Customer Experience Steering Group representative

Equality Manager

HROD Project Manager

Communications

Workers Fora (BMEWF, DWCN, LGBTWF and WN)

Trades Unions: GMB and UNISON representatives

Representatives of services: HASC, FCL and EEC

Frequency of meetings

Meets 6 weekly for 2 hours