



## MHA EDI Group: Terms of Reference

The EDI Group will bring representatives from all MHA Staff (including volunteers) Network Groups (the Chair or another representative), MHA Department representatives and other colleagues together into a group that will inform and support the delivery of MHA's EDI Strategy.

Below are the Terms of Reference (ToR) for the EDI Group as agreed at the meeting of the 29<sup>th</sup> September 2020.

**1. Name:** Equality, Diversity and Inclusion Group (EDI Group)

**2. Purpose/Role of EDI Group:**

The primary role for the EDI Group is to:

- Ensure that the EDI Strategy is being delivered across all functions within MHA, consider challenges and propose solutions to champion EDI across the organisation.
- Inform MHA of issues as they affect employees and the communities according to the nine protected characteristics (as defined by the Equality Act 2010).
- Support the review of all Equality Impact Assessments (EIA's) that score and require a "Partial" assessment.

In addition the EDI Group will:

- Drive the delivery of MHA's EDI strategy
- Bring together and understand themes from MHA's people via our EDI Networks and recommend areas to celebrate and issues to address
- Highlight challenges and solutions to champion EDI within MHA
- Agree Equality Impact Assessment approach
- Provide data and insight to ELT on a quarterly basis to update and support the ongoing development of EDI within MHA
- Agree and recommend the EDI annual report to ELT

**3. Membership:**

- Chair: Chief Executive or Director of People and Corporate Services
- Group members: The Chairs of the 6 EDI Networks
- Representation from Operations (Care Homes, Retirement Living, MHA Communities), HR and People Development
- Equality, Diversity Inclusion Manager

**4. Quorum:** 6 people

**5. Accountability:**

- The Group will be accountable to ELT

**6. Review:**

- The Group will review the value of its work and terms of reference annually

**7. Working methods:**

- Meetings will be every three months
- The Group will agree outcomes in line with our EDI Strategy
- The key driver for EDI work will be MHA’s values and people. This will supplement the requirements of the CQC and other regulatory bodies, the NHS WRES and the specific requirements under the Equality Act 2010
- Papers to be circulated at least one week before a scheduled meeting via email
- None members will be invited for specific agenda items identified
- Administrative support to the Group will be required

**Appendix 1: EDI Governance Structure**

