

## **Terms of Reference**

### **Wakefield Equality & Inclusion Action group**

#### **Introduction**

South West Yorkshire Partnerships NHS Foundation Trust has a legal responsibility to support and promote Equality and Involvement legal duties as employer and as a provider of mental health services. The establishment of local equality and inclusion action groups will be integral in terms of implementing Trusts revised Equality & Inclusion governance framework which subsequently focuses on locality working approach.

#### **Purpose & Constitution:**

This group will be formerly known as the Wakefield Equality & Inclusion Action Group and will be the sub group of the Corporate Equality & Inclusion TAG. The fundamental purpose of this group is to support and promote equalities, involvement and inclusion activities within Wakefield district.

#### **Core Duties and remit of the group**

- Identify, prioritise and deliver on objectives relating to equality, involvement and inclusion within Wakefield district.
- Coordinate equality, involvement and inclusion activities within Wakefield, in particular Equality Impact Assessments and Dialogue groups.
- Group members to champion equality and involvement as service improvement tools.
- Engage and support services on delivering on public sector duties and national standards relating to equality and involvement.
- Share best practice and also inform others what has not worked.
- The action group to become a sounding board for services and support services and employees are encouraged to access the group for advice and support.
- Identify opportunities for joint working with services and external partners.

- Prepare collectively for the Single Equality Bill.
- Group to carryout task and finish projects where appropriate.

**Reporting:**

The group will provide updates to the corporate Equality & Inclusion TAG and any issues which require approval should be escalated to the above TAG.

**Frequency of meetings:**

The group will meet bi-monthly

**Chairing the meetings:**

Meetings will be chaired by Phil Walters, Head of Involvement and Inclusion

**Quorum:**

Four designated members will be required to present. . A deputy will be required if a member is unable to attend and contribute to the meetings.

**Membership:**

- Jane Curry, General Manager. Older people services
  - Stuart Davis, General Manager, Working Age Adults
  - Lorraine Morgan, UNISON
  - HR Claire Hartland
  - Kashif Ahmed, Equality & Diversity Compliance Manager
  - Aboo Bhana, Inclusion Team Manager
  - Karen Batty, Service Manager
  - Patrick Duggan
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- Helen Monks, Wakefield PCT
  - Wakefield Council TBC