



Equality Champions Terms of Reference

Membership

Equality Champions will be selected from different parts of Derby Homes, including the Board. In the first stages of establishing the group employees were invited to be a Champion as they met one or more of the following criteria

- Their job role includes a significant responsibility for an equalities issue.
- They have demonstrated a clear understanding of an equalities / service issue and have completed or led an equalities related project.
- They are able to represent the views of a specific group.

As the Equality Champion group progresses it may be appropriate to consider inviting employees to become Champions.

Commitment of Individual Equality Champions

- Attend the Equalities Champions Group.
- Participate in specialist Equalities training.
- Share best practice, and lessons learned, with other Equalities Champions.
- Help promote equalities issues within Derby Homes.
- Contribute to the agenda to embed equalities into everything that we do.
- Be available to offer advice and guidance to other employees and Board members, and to sign post them, if necessary, to more specialist sources of advice.
- To scrutinise the work of Derby Homes and be prepared to raise issues in an appropriate way.
- Be a role model to others and contribute to our agenda to making equalities more simple and accessible.

- Make a contribution to the development of, and the achievement of, equality specific Service Improvement Targets.
- Participate in consultation, when requested, on a variety of work based initiatives.
- Communicate with our specialist employee and tenant support groups and ensure that their issues, views and concerns are considered by all of the Equality Champions.
- Be a member of recruitment panels where we are recruiting to posts graded at principal officer or above.

Meetings

The group will meet every other month. The group will elect a Chair and minutes of meeting will taken. The minutes will be available to all employees through public folders. In addition they will be reported to Senior Management Team and to the JCC.

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