

BAME Staff Network

A Purpose of the Network

The Network exists to foster a supportive community and safe space for BAME staff, promoting the exchange of information, experiences, ideas, and concerns. We will work to empower staff to realise their full potential by creating a positive, safe, and supportive working environment.

B Aims and Objectives

The Network aims to be an effective platform focusing on visibility, education, and social community development. Specific objectives include:

- Challenging bias and championing racial equality,
- Providing community and engaging in advocacy and representation,
- Supporting Members through community, social events and networking opportunities,
- Building allyship with key decision-makers and stakeholders,
- Providing a confidential space for staff to express their concerns with peers,
- Fostering engagement with staff outside the Network and collaborating with other equality networks and organisations within and beyond the University (including the wider sector and community).

C Principles

1. Embedding the University's values into all aspects of the network's activities.
2. Compliance with all University policies and procedures, especially Dignity and Respect in the Workplace, EDI Code of Practice and Freedom of Speech.
3. Ensuring compliance with relevant legislation, specifically the Equality Act 2010 and the Public Sector Equality Duty (PSED).
4. Aligning the network's activities with the University Vision and Strategy 2030.

D Terms of Reference

The network will:

1. Provide an annual report to the Equality, Diversity, and Inclusion Committee outlining activities, developments and a thematic review of issues affecting staff.
2. Act as a stakeholder group on equality, diversity, and inclusion issues, contributing to policy development and implementation.
3. Liaise with the University's Race Equality Steering Group in the support of its mission.
4. Raise awareness of the BAME community across the University through events and celebrations.
5. Foster and extend constructive allyship with those outside the Network.
6. Provide a forum for discussing issues related to BAME staff.
7. Organise social events.
8. Network with organisations across the Norwich Research Park and within and beyond the local community.

E Membership

Membership is open to all permanent and temporary University of East Anglia staff.

F Meeting Schedule

The Network will meet at least six times a year, either virtually or in person.

G Reporting Procedure

The Network reports to the Equality, Diversity, and Inclusion Committee through a standing agenda item at each meeting. Requests for specific agenda items can be made through the Committee Secretary to the Executive Team Lead for Equality, Diversity, and Inclusion, who chairs the Committee. The Chair or Co-Chair serves as formal members of the Equality, Diversity, and Inclusion Committee and act as the contact point for the wider network.

H Approval and Revision

The terms of reference will be reviewed at the first meeting of each academic year or sooner if significant amendments are required. Approved versions will be formally reported to the Equality, Diversity, and Inclusion Committee.

Approved by BAME Staff Network: 28th May 2024

Formally reported to the Equality, Diversity, and Inclusion Committee: 10th June 2024