

Terms of Reference - Equality, Diversity & Inclusion

Committee:	Equality, Diversity & Inclusion (EDI) Committee	ToR Authorised by & when:	GCB Board, May 2021
Frequency and Duration:	Quarterly, 1.5 - 2 hours. If required, further meetings may be scheduled.	Next Review due:	November 2021
Purpose:	<ul style="list-style-type: none"> • Establish the EDI Action Plan in line with ECB's standards, CPA requirements and Inspiring Gloucestershire strategy • Identify suitable initiatives and actions to achieve the plan and monitor progress to ensure timely delivery of key initiatives 	Escalations to:	GCB Board
Scope:	<ul style="list-style-type: none"> • ECB Standard 3.1: Engage with ECB to enhance EDI within the county and across the game • ECB Standard 3.2: Compliance with ECB Anti-discrimination code • CPA requirement 10.1: Target 30% of each gender on GCBs Board • CPA requirement 10.2: Target BAME representation on its Board in line with local population demographics • CPA requirement 10.3: Greater diversity in general on GCBs Board, not limited to gender, ethnicity, age, disability, social background and skills • Staff demographics on gender, ethnicity, disability, age, social background, skills and anything else that may need attention • Club demographics on volunteer coaches, managers and other officials • Initial action: Gap analysis based on the statistical data above • Agreed actions/initiatives required following the gap analysis • Other considerations as required, eg gender pay gap, recruitment process, mental health and so on 	Key Agenda items & Decisions:	<ul style="list-style-type: none"> • Track progress of actions and initiatives against plan • Facilitate deep-dives into topics of interest / concern • Make clear and timely decisions on changes to scope and timescales • Escalate issues, if any, to the Board as appropriate • Papers to be distributed a minimum of 3 days prior to the meeting • Actions to be distributed 5 working days of each meeting
Membership:	<ul style="list-style-type: none"> • Razi Ahmed (Chair) • Andy Parsons • Sybil Ruscoe • Scott Tremain 	Other Attendees:	<ul style="list-style-type: none"> • Invite as required • Quorum is 2 Directors
Inputs:	<ul style="list-style-type: none"> • Actions from previous meeting • Status updates and progress against plan • Papers for deep-dives and key decisions • Escalated risks and issues, if any 	Outputs:	<ul style="list-style-type: none"> • Actions and attendance • Agreed decisions • Agreed updates and escalations to the board, if any • Other outputs as requested by the Chair