

EDI / Society Culture and Impact Working Group Remit

Purpose of the group

To ensure a culture of open and fair opportunity throughout the Society that makes sure all members feel that they belong, are represented in its activities and benefit from its work, regardless of their location and / or experience. By doing this the Society will best meet its objectives as a charity and maximise its impact. The group will do this by identifying how Equality Diversity and Inclusion (EDI) practices can be better embedded throughout the Society's membership, governance and activities.

Aims

Identify a set of principles and/or values by which the Society should operate

Advise on the necessary data and processes to ensure fair opportunity to all

Identify long terms mechanisms to evaluate progress, and ensure EDI is championed at all levels

Composition

- Chair A member of Council, Channa Jayasena.
- Members: Up to eight members of the Society recruited via an open call to the Society's membership. The composition of this group will be balanced in terms of geographical location, gender and professional expertise. Included within this group should be representatives of all four nations, plus at least two members who work in DGH locations. All members of this group should be current Society members.

External advisors:

Additional expertise may be sought from other professionals as required.

Duration of service

Chair and members:

For the duration of the working group, which is expected to finish by the end of 2022.

Reporting

The Working Group will report its recommendations to Council

Remit

The group should address, but not be limited to, the following areas:

- Recommend measures to increase participation of underrepresented groups in Society activities including but not limited to: Prizes and Awards; committee membership; schemes such as the Leadership and Development Award Scheme; and speaking and chairing sessions at Society events.
- The implementation of equality impact assessments (EIAs) on all of SfE policies and processes and committees
- Reviewing membership pricing and processes to determine if these may be barriers to joining the Society
- Investigating what, if any, 'protected characteristics' data the Society should collect and how this information should be used.
- Whether the Society should introduce EDI 'champions' and how they would contribute

Expected outputs

A final report summarising findings and recommendations to be delivered to Council by late 2022/early 2023.

Outcomes

- A better understanding of how representative the Society's committees are of the general membership, and how representative our membership is of the wider clinical & research populations.
- Any underrepresented groups identified so that plans can be drawn up to encourage membership, engagement and participation with these groups.
- In particular ensure that those working in the following locations feel welcomed and at home in the Society and are encouraged to fully participate.
 - district general hospitals; and
 - the devolved regions.

Secretariat

Director of Membership Engagement, SfE

Strategic Project Manager, SfE

Governance Manager, SfE (for information)

Additional notes

- The group should consult as broadly as they feel necessary e.g. across the whole membership or with expert individuals
- All papers and minutes must be treated in strictest confidence

All members must act in the best interest of the Society; any potential conflicts of interest should be