

Terms Of Responsibility

Equality and Diversity Forum

INTRODUCTION

Equality and diversity is recognised as a key to our organisation's success and helps create and maintain a culture where people are respected, treated fairly and are valued. Diversity brings ideas, gives perspective, reflects our customer's needs and has a positive impact on people's performance as well as meeting our statutory requirements.

This Forum has been established to represent all of NRW from the Board, Executive Team and across every directorate, staff network and trade union.

PURPOSE

The role and purpose of this forum is to lead and deliver the Equality and Diversity Strategy described in our Corporate Plan.

We will embed equality and diversity into every aspect of the business and everybody's job. The Forum will open barriers, challenge assumptions, seek out opportunities for ourselves, our colleagues and customers, upskilling all of us and building our confidence. We will take action based on evidence, we will benchmark ourselves with other organisations and the communities we serve. We will help lift NRW to be the world's best at natural resource management.

KEY RESPONSIBILITIES

The Equality & Diversity Forum is responsible for:

Strategy and Policy

- To embed equality and diversity within the Board, Executive Team and directorates so that it becomes a part of the day to day business of the organisation and part of our culture.
- To ensure delivery of the Strategic Equality Plan's Action Plan, allocating actions across the organisation as required.
- To enable the business to feel confident in speaking to all our customers, and particularly those from protected characteristic groups.
- To help staff understand the importance of, and how we take action on the results of equality and diversity exercises such as self-disclosure and surveys.
- To work with partner organisations, listen to advice and welcome challenge.

Monitoring and Review

- To monitor and review as a group, the effectiveness of the Equality Objectives and the Equality Action Plan.
- To assess available evidence and benchmark ourselves against other organisations.
- To interpret and take actions to improve NRW's approach to become an exemplary employer in Wales.
- To assist the Equality and Diversity Advisor by providing information as necessary to enable accurate reporting of progress against the Strategic Equality Plan to the Executive Team.

Communications

- We will notice the benefits of working like this and communicate our successes.

MEMBERSHIP

- Chair (executive director)
- NRW Board member
- Executive Team E&D Champion
- Equality and Diversity Senior Advisor
- One representative from each directorate:
 - External Relations & Communications
 - Finance & Corporate Services
 - Governance
 - Knowledge, Strategy & Planning
 - National Services
 - Organisational Development & People Management
 - Operations – North & Mid Wales
 - Operations – South Wales
- One representative for all the Trade Unions
- One representative from each Staff Network

FREQUENCY

The Forum group will meet quarterly with additional meetings as and when required for particular tasks.

GOVERNANCE

The group will report to the Executive Team via the chair of the Equality and Diversity Forum. In addition NRW Board will be briefed by their forum representative.

REVIEW

A self-evaluation of the effectiveness of the Equality & Diversity Forum and a review of its terms of responsibility and frequency of meetings will take place each year. The annual review report will be submitted to ARAC.

