

**Terms of Reference
Approved 11.4.11**

Aim

To work with the Voluntary & Community Sector (VCS) Assembly Steering Group and related thematic forums to ensure that equalities work in terms of race, gender, disability, social class, sexuality, age and faith remain an important focus for the voluntary, statutory and private sector (“partners”). This will be carried out in accordance with the VCS Assembly principles of:

- Independence
- Social justice and sustainability
- Diversity, dignity and respect
- Equality
- Participation and empowerment; responsiveness and accountability
- Collective wealth creation and social entrepreneurship

(See the VCS Assembly Mission Statement)

This will be achieved by:

1. Ensuring that VCS representatives at district partnerships are aware of and promote equalities issues to all voluntary, statutory & private sector ('partners').
2. Working with representatives from the VCS forums to ensure equality issues are regularly considered in each forum
3. Disseminating and publicising information and best practice around equalities issues to all partners
4. Enabling the VCS to meet it's statutory obligations and to build on this, as both a provider of services and as an employer
5. Working with the VCS Assembly Steering Group to ensure training needs around equalities issues for the sector are met
6. Working with partners to ensure effective measurement of the impact of changes to policies and services is undertaken
7. Working with partners to ensure that the outcomes of impact measurements are followed through
8. Looking at barriers to effective equalities work
9. Electing a representative to the VCS Assembly Steering Group

10. Electing a representative to the Stronger Communities Partnership (StCP)
Executive

11. Electing a representative to the Equalities Delivery Group of the StCP

Membership

Members will be sought from the VCS thematic forums and groups that represent or work with communities of interest and/or have an interest in equalities. Individuals with an interest in equalities can also be members.

Elected officers and forum representatives must stand down if they miss 3 consecutive meetings.

Chair

Term of office – 1 year

Vice Chair

Term of office – 1 year

Forum Representatives

Term of office – 1 year

Frequency of meetings

To be agreed

Quorate

5 voting members

Terms of reference to be reviewed annually.