



British Association for Forensic Anthropologists

**Terms of Reference
Equality, Diversity and Inclusion (EDI) Working Group**



British Association for Forensic Anthropologists

1. Membership

The Equality, Diversity and Inclusion (EDI) Working Group consists of two BAFA Steering Committee Members, appointed by the Steering Committee of the Association, and three BAFA members elected by the wider BAFA membership

2. Purpose and Aim

To promote and progress equality, diversity and inclusion, and encourage good practice, throughout the Association and its Membership.

3. Frequency of the EDI Working Group Meetings

The EDI Working Group will meet virtually on a quarterly basis.

4. Communication

Matters arising from the EDI Working Group will be shared with the Chair of the Steering Committee and the minutes will be published on the BAFA website. A copy of the minutes can be made available to members of the general public on request, providing a valid reason is given. Separate copies of the minutes can be made available in alternative formats upon request.

5. Review of Terms of Reference and Composition of the Group

Membership of the EDI Working Group will be reviewed together with the Terms of Reference annually at the AGM of the Association.

6. EDI Working Group Terms of Reference

The specific terms of reference of the EDI Working Group will be measured in compliance with the specific and general duties of the Equality Act 2010.

The EDI Working Group objectives are to:

- Advise the Steering Committee on the implications of national legislation, guidelines and codes of practice designed to eliminate discrimination and to promote equality of opportunity for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, and transgender status for the Association's policy decisions, plans and practices in relation to its Members, the profession and wider community.
- Formulate and provide advice and action on policies and procedures for the promotion of equality, diversity and inclusion across the Association and its Members



- Identify, share and promote equality, diversity and inclusion best practice; thereby developing an environment that encourages the elimination of unlawful discrimination, harassment or victimisation and which fosters good relations, within the Association and wider community
- Identify and engage with external stakeholders and voluntary or community groups as appropriate to ensure that the Association remains informed of all current diversity issues relating to the field of Forensic Anthropology.
- Oversee the development, implementation, monitoring and review of equality, diversity and inclusion policies, strategies and action plans, listening and responding to views and information received in respect of equality, diversity and inclusion within the field of Forensic Anthropology.
- Develop and monitor the implementation of the EDI Action Plan and EDI Objectives and receive quarterly reports on progress made on their delivery.
- Review annually the progress in the promotion of equal opportunities including the use of relevant key performance indicators and/or benchmarking. The key performance indicators will be decided upon by the EDI Working group, in discussion with the Steering Committee
- Promote and develop a close working relationship with other related professional groups
- Ensure that where issues are identified, Members of the Association are made aware of appropriate equality, diversity and inclusion training. If feasible, this training may be facilitated by BAFA