

EQUALITY AND DIVERSITY (E&D) POLICY - GOVERNANCE*

Policy Statement

1. At Southampton Solent University, the Board of Governors will at all levels promote equality and diversity, including in relation to its own operation.

* *(This Policy should be read in conjunction with the University's Policy of 'Equality in Employment' and the 'Student Equality, Diversity & Inclusion Policy').*

Policy in Practice

2. The Board will:
 - i) approve the University's equality and diversity strategy;
 - ii) regularly receive equality monitoring reports relating to staff and to students;
 - iii) routinely reflect on its own composition and will gather, and receive annually, equality and diversity information relating to its membership;
 - iv) monitor and regularly review the skills and experience of its membership.
3. The Board will take action to ensure that its own membership encompasses a diverse range of backgrounds, consistent with the need to maintain a Board with the skills and experience necessary to effectively carry out its responsibilities.
4. When recruiting new members, the Board will take into account the diversity of the student community the University seeks to serve.
5. Candidates for the Board will be attracted/identified by methods including: business/stakeholder networks, alumni networks, local and community advertising, social media, and the University's website.