1. The NHS Staff Council has overall responsibility for the Agenda for Change pay system. In accordance with paragraph 12.11 of the Final Agreement on Agenda for Change, the Council decided that an Equality, Diversity and Inclusion Group (EDIG) be established to advise and provide guidance within its remit as described below.

2. The EDIG is a national sub group of the NHS Staff Council. The group works in partnership. Its membership will include representatives of NHS employing organisations in England, nominees from the Scottish Government and Health Department in Wales and Northern Ireland and Staff Side organisations represented on the NHS Staff Council. The group also includes representatives from the Job Evaluation group.

3. Consistent with its remit the work of EDIG will be subject to approval by the NHS Staff Council, through its Executive. The EDIG may make recommendations to the NHS Staff Council through its Executive for changes to the work programme.

4. The respective sides of the Executive, on behalf of the NHS Staff Council will appoint joint Chairs drawn from employer and union representatives. The Joint Chairs (or agreed substitutes) may attend meetings of the NHS Staff Council to report on progress of the work programme or raise matters requiring NHS Staff Council consideration.

5. The secretariat to the group will be provided by NHS Employers.

6. The EDIG will meet a minimum of four times a year.

7. To be quorate, there should be three management side members, and three staff side members and one NHS Employers representative. If there are fewer the chair of the meeting will determine the viability of the meeting prior to proceeding.

8. Confirmation of attendance must normally be at least five working days before the meeting takes place.

9. Members of the group are expected to attend meetings and contribute to the work plan. Failure to do so may result in the matter being escalated to the NHS Staff Council Executive.

10. Confirmation of the meeting and papers will be circulated at least five working days in advance.
11. The Partnership Success Criteria in Annex E of the Agenda for Change agreement sets out fair pay and improving all aspects of equal opportunity and diversity as key aims of the agreement. A key role of the Equality, Diversity and Inclusion Group is to provide advice to the NHS Staff Council on how to ensure these aims are being achieved.

12. The NHS Staff Council recognises that public bodies have a special responsibility as employers, policy makers and service providers to deliver equality and protect human rights. This is enshrined in the Public Sector Equality Duty which is part of the Equality Act 2010 and other relevant legislation.

13. The responsibilities of the EDIG are:

- To ensure that the Agenda for Change Terms and Conditions of Service Handbook are consistent with best practice and developments in equalities legislation thereby promoting the NHS as a model employer. The EDIG will make recommendations to the NHS Staff Council on adjustments and additions to the national agreements where required.

- To promote the equalities, diversity and inclusion agenda more generally in the NHS; leading by example and promoting best practice. EDIG will also make appropriate links with the other stakeholders on the wider equalities, diversity, inclusion and human rights agenda.

- To promote partnership working on equality, diversity and inclusion issues across the NHS at all levels.

Agenda for Change Partners

June 2017