

Keele Black, Asian and Minority Ethnic (BAME) Staff Network

Terms of Reference

Objectives:

Provide a unified and representative voice for BAME staff in Keele University

Develop networking possibilities for BAME staff within Keele University.

Encourage visibility and representation of BAME staff on all university committees at Keele University.

Work with university management to resolve concerns and improve the work environment and career prospects of BAME staff at Keele University.

Support each other in sharing and discussing issues and experiences in safe space.

Support and work with other BAME networks in higher education institutions beyond Keele.

Programme:

To be involved with consultation on Keele university's plans, strategies, policies and guidance.

To hold an annual meeting with the Vice-Chancellor and appropriate members of Senior Management.

To be supported by the university Equality, Diversity and Inclusion (EDI) Steering Committee and appropriate university funding.

To increase the membership of the BAME network.

To hold bi-monthly meetings throughout the academic year.

To maintain the confidentiality of sensitive information shared by members of the BAME network.

Membership:

Open to all self-identifying BAME professional service and academic employees of Keele University.