



Terms of Reference for Welfare & Equality Committee

March 2024



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Chair: Senior Tutor

Secretary: Student Engagement Officer

Membership: Principal, Bursar, Academic Registrar, Dean for Discipline, Domestic Operations Manager, Dean for Equality & Diversity, Welfare Lead (Co-Chair). two Fellows, one nominated Trustee, CR Welfare & Equality Officers & one Junior Dean.

Ex Officio: Chair and Vice-Chair of the Trustee Board

This Committee shall meet once per term, typically in 5th Week.

The Committee is responsible for:

- Considering the College's Welfare strategy as a whole
- Receiving updates on University welfare services and related policies, including the Counselling Service, Disability Advisory Service and Sexual Harassment and Violence Support Service and considering how these services and policies interact with college welfare provision and external welfare service, such as the NHS
- Oversight of the scope and capacity of student roles in relation to welfare and equality, including Peer Supporters, Junior Deans and CR Welfare & Equality Officers
- Oversight and review of the college policies in relation to welfare (Hilary Term, for review in Trinity Term), including but not limited to:
 - Student-Staff Relationships Policy
 - Fitness to Study Procedures
 - Equality Policy
 - Public Sector Equality Duty Report (Hilary Term)
 - Policy and Procedure on Harassment
- Oversight of the provision of welfare facilities and services within the college
- Oversight of procedures in relation to student discipline
- Considering proposals for new initiatives within the remit of welfare and/or equality
- Oversight of the College's advertisement and award of grants and loans, including those granted for hardship reasons. Equal Opportunities monitoring for the allocation of financial support.
- Oversight of the annual student satisfaction survey
- Reviewing the welfare risks recorded in the College's Risk Register, and reporting to the Governance, Audit, and Risk Committee both high risks and risks that have significantly increased. (Termly)
- Oversight of College's duty and reporting in relation to the Higher Education Freedom of Speech Act
- Oversight of the College's duty and reporting in relation to PREVENT (Michaelmas Term)