

Paper B1

Terms of Reference for the Equality, Diversity, Inclusion and Belonging Sub-Committee

Faith in Action Committee

Basic information

Contact name and email address	The Revd Jo Clare-Young, Convenor training@urceastern.org.uk The Revd David Salisbury, Sub-Committee Secretary david.salsbury.urcwailes@urc.org.uk
Action required	Decision.
Draft resolution(s)	Resolution 1 Assembly Executive adopts the terms of reference for the Equality, Diversity, Inclusion and Belonging Sub-Committee.

Summary of content

Subject and aim(s)	Terms of Reference for the Equality, Diversity, Inclusion and Belonging Sub-Committee.
Main points	Terms of Reference.
Previous relevant documents	Paper A3, Changes to the Committee Structure, General Assembly 2025.
Consultation has taken place with...	Equalities Committee, and since July 2025, the Equality, Diversity, Inclusion and Belonging Sub-Committee. Deputy General Secretary (Faith in Action).

Summary of impact

Financial	None.
External (eg ecumenical)	

Equality, Diversity, Inclusion and Belonging sub-committee Terms of Reference

Committee	Equality, Diversity, Inclusion and Belonging sub-committee.
Parent Committee	Faith in Action Committee.
Convenor	Appointed by General Assembly.
Secretary	Appointed by General Assembly (volunteer).
Ex-officio Members	The Deputy General Secretary (Faith in Action) The Head of Global and Intercultural Church.
General Assembly Nominated Members	Convenor, Secretary plus three additional members.
Length of term	Four years.
Representative members	The URC Youth Equality and Diversity rep.
In attendance	The Head of Public Issues.
Minute Secretary	The committee secretary.
Meeting frequency	Three meetings per year - dates to ensure good coordination with the Faith in Action Committee and reporting schedules.
Subgroups	As required.
Accountability and reporting duties	To: General Assembly via the Faith in Action Committee.
Terms of Reference review	Two years.

Role and Responsibilities

The Equality, Diversity, Inclusion and Belonging (EDIB) Sub-Committee supports the United Reformed Church in embedding equality across all aspects of its life, work, and theology. Its remit is to guide the development of inclusive policies and practices that reflect the Church's commitment to equity and belonging.

The sub-committee aims to foster a culture where everyone feels fully included and valued—within the Church and in wider society. It works to promote equity by:

- Monitoring and, where necessary, challenging Church practices.
- Developing and sharing resources.
- Supporting and leading relevant initiatives.

- Listening to and amplifying the voices of those on the margins of Church or society.

The committee responds both to emerging issues in the Church and the world, and to concerns raised by individuals, other committees, or interest groups.

Risk management

The Equality, Diversity, Inclusion and Belonging sub-committee will review the Risk Register as it relates to its key responsibilities, at least once per year but will add additional risks as and when they arise.

Conducting business

The sub-committee will normally meet online via video-conference (e.g. Zoom or Teams) three times per year. Hybrid meeting may be arranged. Additional meetings can be scheduled, with reasonable notice, if business requires it.

Decisions may be taken via electronic consultation (e.g. email). Such decisions will be recorded by the Convenor / Secretary and noted at the next meeting, with updates on progress as needed.

Expertise from outside the sub-committee's membership can be utilised for projects, and it can instruct task groups from beyond its membership to develop specific pieces of work. This is done in consultation with the Faith in Action Committee or its officers.

The sub-committee may seek external professional advice if it is deemed necessary, with reference to the Deputy General Secretary (Faith in Action).

The sub-committee has discretion to seek input from the wider staff team from the Offices of the General Assembly as may be required.