



Forum Central

V3 - FINAL

Forum Central Inclusion Group Terms of Reference

Purpose

To provide a safe and inclusive leadership forum for members and their partners to consider, influence and embed inclusion best practice in decision making in their own organisations as well as the wider health & social care sector/system of Leeds. The work of the Inclusion group will be underpinned by the principles and spirit of the **Black Lives Matter** campaign which recognises the historical, current and ongoing structural inequalities impacting on black, minority ethnic and other protected characteristic groups/communities.

Aims

- To champion and promote inclusion best practice across participating organisations and the wider health & social care sector/system.
- To ensure the forum supports practical actions and solutions.
- To be a forum for participating organisations to consider common challenges/dilemmas and seek advice/guidance on making improvements.
- To harness the collective knowledge and experience of participating organisations to consider collaborative/pooled pieces of work directed by an agreed forward plan.
- To consider where appropriate the pooling of resources to carry out collective pieces of work that benefits all participating organisations.
- To showcase local best practice by organisations representing or serving protected characteristic communities/groups.
- To be a repository of equality/community data and intelligence informing health population best practice.
- To ensure senior decision makers including Boards are brought to account.
- To request, interrogate and feedback on equality monitoring data from statutory bodies.
- To advice/recommend Forum Central representatives on key forums/decision making bodies on matters that need raising and requiring attention/action.

- To act as a consultative body considering topical/current matters impacting on the sector.
- To consider learning needs benefiting all participating organisations.

Responsibilities

- To attend meetings (every 2 months).
- To respect and value the diverse views of all participants.
- To collectively agree an annual forward plan and contribute towards its implementation.
- To support smaller 'community representing' organisations to have a voice.
- To review evidence and data identifying any potential discriminatory or structural inequality outcomes in the system
- Representatives on decision making boards/forums to raise matters on behalf of the group.
- Participants to share best practice and knowledge with the group.
- Participants to take learning/advice back to their organisations and make necessary changes.
- To actively participate in and promote local, regional, national or international campaigns/initiatives against all forms of discrimination.
- To participate in and promote our work at celebratory and promotional events e.g. Pride as deemed appropriate.

December 2021. To be reviewed Annually