

# **EQUALITY WORKING GROUP**

## **SPECIFICATION FOR NEW CHAIR**

### **1. EQUALITY WORKING GROUP**

The Equality Working Group was established in 2016 from a shared interest in “accelerating the equality agenda” in the Bailiwick of Guernsey. The general aims are to:

- Ensure that Equality legislation is at the top of the States agenda.
- To work with the States of Guernsey to develop a business plan for the creation of an Equality Rights Organisation, which will establish its mandate and prioritise its responsibilities.
- Promote equality in the Islands, raising awareness of gaps in the equality agenda that the public may not be aware of.
- Provide opportunities for the members of the community to offer their services and expertise to drive forward equality in Guernsey.

Members of the Equality Working Group (EWG) are committed to everyone being entitled to be treated with dignity and respect and enjoy equality of opportunity and access in all aspects of their lives regardless of any characteristics such as those listed in the Prevention of Discrimination (Enabling Provisions) (Bailiwick of Guernsey) Law, 2004.

### **2. GROUP MEMBERS**

Membership of the core EWG is open to individuals who are committed to the introduction of broad equality legislation. There are currently seven core members of the group.

The current core membership is, but not limited to:

- Karen Blanchford, Guernsey Disability Alliance
- Paul Chambers
- Ellie Jones, Liberate, Guernsey
- Carol Le Page, Safer
- Johanna Le Poidevin, Lloyds Bank Foundation for the Channel Islands
- Kerstin Neason, Youth Commission for Guernsey & Alderney
- Kate Raleigh, Citizen’s Advice, Guernsey
- Dominic Wheatley, Ageing Well in the Bailiwick

Subject Matter Experts (SMEs) will be agreed by the EWG and then invited either to attend EWG meetings or input as necessary to enable the EWG to achieve its objectives. Current EWG SME are:

- Rob Platts
- Deputy Emilie Yerby

New and additional core members:

Applications for additional or replacement core members will be presented to the EWG for approval

Wider Equality Community:

It is acknowledged that the work the EWG is undertaking and its progress will be of significant interest to a wider audience across the Channel Islands. The members of this community, who have registered an interest, will be kept updated regularly by the EWG chair on progress being made.

### **3. ROLE OF MEMBERS**

- To provide a consolidated independent voice to be heard by the States via engagement and collaborative working with the Committee for Employment and Social Security (ESSC) who has the responsibility to deliver the States Equality Agenda.
- To improve knowledge and understanding within the States and the wider community for the need for broader equality legislation in Guernsey and an independent Equality and Rights Organisation (ERO) or equivalent.
- To act as a credible “critical friend” to the States in its responsibility to deliver equality legislation by providing informed and relevant input.

#### **3.1 Key Objectives**

- To contribute to the development of equality of opportunity for all in the Bailiwick of Guernsey and elimination of unreasonable discrimination.
- To reach out to subject matter experts, other jurisdictions and organisations to highlight equality good practice.
- To be an informed and knowledgeable group to input into the development of equality legislation and an equality rights organisation initially through the Disability and Inclusion Strategy (DIS).
- To request regular updated information from the States on progress being made towards implementation of equality legislation and equality rights organisation.
- To act as a catalyst to achieve relevant and appropriate equality training.
- To act as a catalyst for attitude change and assist in eliminating innate prejudice through its own actions and all other mechanisms available to the EWG.
- To assist the States in the introduction of broad equality legislation and the development of the role and authority of an ERO, initially via representation at the ESSC’s Disability and Inclusion Strategy Project Board.
- To provide a strong and credible argument to support the establishment of an ERO in the ESSC business case as highlighted in the Disability and Inclusion Strategy.

Typically this involves:

- Attendance at meetings no less frequently than every two months.
- Thorough preparation for these meetings including reading relevant background papers.
- Active participation in discussions and willingness to lead on discussion topics where specialist knowledge and expertise is held.
- Where specialist knowledge and expertise is held take forward actions on behalf of the EWG.
- Participation in ad hoc and offline meetings as required in connection with the work of the EWG.
- Meeting with subject matter experts, other jurisdictions and organisations to consider good practice.
- Meeting with relevant contacts/groups/Boards within the States and other key stakeholders.

## **4. ROLE OF THE CHAIR**

As well as embracing the general responsibilities of all group members, the main responsibility of the chair is to lead the group. In practical terms this involves:

- Acting as the “public face” and “spokesperson” of the EWG, making statements and answering questions on its behalf, and interacting with States’ politicians, civil servants, charities, the general public and the media as appropriate.
- Chairing EWG meetings; encouraging full participation by group members in discussions; summarising discussions and follow up actions.
- Bringing together the separate voices of the EWG members (and the members they represent) as a shared, collective voice on inclusion and equality issues.
- Leading the development of EWG’s and its role as the equality legislation and Equality Rights Organisation develops.
- The first task of the new Chair will be to undertake a review of the EWG’s Terms of Reference.

The Chair will be supported by:

- Legal Advisor and EWG representative on the States of Guernsey Disability Discrimination Legislation Project Team
- EWG representative on the States of Guernsey Disability and Inclusion Strategy Board
- EWG representative on the States of Guernsey Equality Rights Organisation Project Team
- Secretariat who will diarise meetings and events, prepare for meetings; agreeing the agenda and any documents to be circulated to group members; ensuring that minutes of the previous meeting are accurate and complete; ensuring that matters arising and actions are logged and followed up.

## **5. SKILLS AND EXPERIENCE**

### **5.1. General criteria**

All candidates for membership to the group are expected to meet the following criteria:

- Passionate about inclusion and equality issues.
- Experienced in representing and inputting the views and opinions of individuals.
- Committed to everyone being entitled to be treated with dignity and respect and enjoy equality of opportunity.

### **5.2. Specific criteria**

The chair should additionally possess most or all of the following competences and qualities:

- Proven ability to chair or lead a board, committee or steering group.

- Proven ability to harness the passion and commitment of group members into practical actions to progress an area of work.
- A strong personal interest and commitment to inclusion and equality issues, preferably with first-hand knowledge but not essential.
- Political awareness; ability to interact with politicians and civil servants.
- Articulate and self-confident: able to state a case and act as the spokesperson for the EWG.
- Capable of exercising patience whilst maintaining momentum.
- Sufficient personal time capacity (average 7-10 hours per month) to attend to the work of the EWG.

## **6. SELECTION PROCESS**

Potential candidates (some of whom may be approached directly) will be invited to submit a letter detailing their skills and experience, and explaining why they are interested in and suited to the role.

The deadline for applications is 17.00 on Wednesday 3 January 2018.

The Nominations Sub-Group will prepare a shortlist of candidates for interview, such interviews to take place in January 2018. A recommendation will then be made to the Group and a decision taken shortly thereafter.

The Nominations Sub-Group reserves the right to vary this process depending on the number and calibre of candidates, the availability of the interview panel and other factors.

Equalities Working Group is committed to an open, transparent and inclusive selection process and this appointment will be made strictly on merit, in accordance with the criteria set out above.

## **7. CORRESPONDENCE BY POST OR EMAIL:**

FAO Nominations Sub-Group Contact  
C/O Jo Le Poidevin, Executive Director  
Lloyds Bank Foundation for the Channel Islands  
Sarnia House, Le Truchot, St Peter Port, Guernsey, GY1 4EF  
Email: [jlepoidevin@lloydsbankfoundation.org.uk](mailto:jlepoidevin@lloydsbankfoundation.org.uk)

28/11/17