



INFORMATION FOR POTENTIAL NEW MEMBERS IN 2025

NAME OF GROUP: Equality, Diversity and Inclusion Group [As a group of the Assembly Trustees, the members otherwise than by office will be appointed in accordance with a system approved by the Assembly Trustees and the Nomination Committee]	
CONVENER:	Rev Mandy Ralph
VICE-CONVENER:	Mrs Tamsin Munro
SECRETARY:	David Bradwell
REMIT: The Equality, Diversity and Inclusion (EDI) Group of the Assembly Trustees is established to raise awareness of and offer guidance, resources and signposting on EDI issues in all areas of the life of the Church. The aim is for all members, adherents, staff, volunteers and those engaged in Ministries to be and feel valued and welcomed. The remit of the group is to: <ul style="list-style-type: none"> • Assist the Assembly Trustees in the formulation of an appropriate vision and strategy for the Church on matters of Equality, Diversity and Inclusion. • Propose to the Assembly Trustees any areas of the work of the Church and training which require improved awareness and understanding around issues of equality, diversity and inclusion. • Report to the Assembly Trustees as to the promotion of equality, diversity and inclusion within the Church, seeking approval for new work, and updating on existing work streams. 	
SKILLS AND EXPERIENCE SOUGHT AT THIS TIME: Working with the Nomination Committee, the effective working of the Group is enabled through the members having appropriate skills, experience and diversity. There should be a mix of sphere of influence; lived experience of a protected characteristic; skills relating to implementing measures relating to equality, diversity and inclusion; and theological outlook which reflects the diversity within the Church.	
EXPECTATIONS OF MEMBERS: All Members are expected to adhere to the principles of confidentiality. This means that nothing said in the group is repeated outside of it, unless permission is given or the original intention was for the information to be shared more widely but unattributed. Members are also expected to attend meetings regularly and join one of the working groups (outlined under current work) in order to participate in and contribute towards specific projects and programmes of work.	
MEMBERSHIP AND ANTICIPATED VACANCIES: NB: a completed Nomination Form must be submitted by all proposed nominees including anyone wishing to be put forward for proposed re-appointment The Group currently comprises:	



- A Convener (appointed for a four-year, non-renewable term) and a Vice-Convener (appointed for a three-year, non-renewable term)
- Nine further members approved by the Assembly Trustees, appointed to serve a three-year term, renewable for three years
- A Secretary, who may be a member of staff
- One Assembly Trustee, with the option of a second, by virtue of office
- Staff by virtue of office: Chief Officer, Solicitor of the Church, Head of Faith Action Programme, Head of Human Resources
- Representative of the Head of Communications
- Such further members of staff as may be appropriate and approved by the Chief Officer

The Assembly Trustees seek to appoint a number of new members in 2025.

FREQUENCY, TIMING AND VENUE OF MEETINGS:

include mention of any particular day(s) of the week when meetings would fall and whether meetings will be attended online and/or in person

Meetings shall be held four times per year. Meetings will be held both virtually and in person. Limited travel will be required.

DETAILS OF SUB-COMMITTEES/GROUPS:

include frequency, timings, venue and any particular day(s) of the week when meetings would fall

The Group may establish subsidiary working groups, as approved by the Assembly Trustees, to conduct specific projects related to its remit.

Current work is around:

- Racial justice – which includes work on embedding anti-racism principles into all areas of Church life, reflecting on the legacy of transatlantic slavery for the Church of Scotland and constructively responding to it.
- Disability inclusion
- Conduct and culture, including how the Church can promote a working environment which is healthier and more accepting

FURTHER DETAILS:

Include any useful web links

- Find further information about the work of the EDI Group on The Church of Scotland website: <https://www.churchofscotland.org.uk/about-us/equality-diversity-and-inclusion-group>
- Established by the [General Assembly of 2021](#)
- Scottish and UK law places obligations on all organisations and individuals through statutes such as the [Equalities Act of 2010](#), which protects minority groups against discrimination and harassment.
- The [General Assembly of 2020](#) reaffirmed that racism is a sin, declared that [black lives matter](#), and initiated a wide-ranging [consultation on the experiences of ethnic minorities within the Church of Scotland](#) and the [legacy of slavery](#).