



FPH Equity, Diversity & Inclusion Committee

Terms of Reference

Renamed

FPH Equity, Diversity & Inclusion Committee (previously the Equality, Diversity & Inclusion Committee).

Function

To provide oversight to all the equity, diversity and inclusion work of the Faculty of Public Health, internally and externally. This will include:

- 1) Ensuring the Faculty meets its legal and ethical requirements for equity, diversity and inclusion in all its work and services, and ensure the delivery and implementation of its anti-racism framework.
- 2) Promoting equity, diversity and inclusion in the public health workforce and training and all public health services.
- 3) Identifying, advocating for and taking concrete actions to tackle both individual and systemic inequalities in the public health workforce.
- 4) Working collaboratively with members through Faculty Special Interest Groups (SIG) to enable and support the delivery of specific EDI workstreams.
- 5) Holding to account FPH to ensure that it meets its Equality Duty.
- 6) Seeking to influence the culture of FPH to ensure equity, diversity and inclusion are embedded in all aspects of work as a core principle.

The FPH Equity, Diversity and Inclusion Committee, working closely with the EDI SIG reporting to it, will seek to support the FPH President, Officers, Board, committees, and staff in advising on matters relating to existing FPH equity, diversity and inclusion policies and practices. This will include ensuring the delivery of the FPH anti-racism framework, as well as proposing revisions, amendments and additions to policies and practices, and developing an equality impact assessment programme for FPH. The committee has adopted a set of agreed definitions as part of its work, including for the terms equity, diversity and inclusion (see annex).

The committee will provide oversight on equity, diversity and inclusion issues for FPH. The committee will monitor and hold FPH to account on equity, diversity and inclusion matters, both externally and internally, working across all committees to ensure FPH embeds equity, diversity and inclusion in all its work.



Governance

The committee will meet virtually a minimum of 3-4 times a year and contribute to the work of its SIGs as and when invited by the SIG chairs.

There will be two co-chairs, or a chair and a vice chair. Each chair will have a specific area of responsibility:

- 1) Internal – Oversight of the internal areas of EDI work, including the delivery of the anti-racism framework and ensuring that EDI is embedded in all aspects of FPH work.
- 2) External – Oversight of FPH work to promote EDI in the public health workforce, identifying concrete actions to tackle inequalities in the workforce, and overseeing the work of the related Special Interest Group.

The Equality, Diversity & Inclusion Special Interest Group will report to the EDI Committee. The committee will also work collaboratively with members across a range of SIGs as appropriate, to support collective EDI work.

The EDI Committee is a standing committee of the FPH Board of Trustees. It will report to the FPH Board at least twice a year and one of the chairs will attend the Board as an observer (if not a Board member in another capacity).

Committee membership

The membership shall consist of:

- 2 co-chairs (or 1 chair and 1 vice chair)
- Chair(s) of the EDI SIG
- Specialty Registrar Committee representative(s)
- Up to 6 general FPH members, appointed following recruitment from the FPH membership
- Scotland representative
- Northern Ireland representative
- Wales representative
- Global Health Committee representative
- Lay member
- FPH staff representatives:
 - CEO
 - Deputy CEO
 - Director of Operations & Membership Systems
 - Staff representatives nominated by Staff Forum



Where possible, committee representation should include members from all UK nations and international members.

The chairs will be appointed by the Board, upon the recommendation of a panel comprising President, two other FPH Officers and the CEO, following an open call for expressions of interest from the membership. Terms of office shall be three years in the first instance, with the possibility of re-appointment for a second term subject to Board agreement.

Where appropriate, the committee will call upon others from outside the committee to contribute to, and possibly lead, work on specific topics. This will bring in members with skills and knowledge in equity, diversity and inclusion to support evidence-based approaches to embedding equity, diversity and inclusion into all work of FPH.

Approved by FPH Board – 10 March 2025



Terms of reference Annex 1: Definitions

The FPH Equity, Diversity & Inclusion (EDI) Committee currently has adopted the following definitions as part of its work.

It is noted that in some cases there may be many different ways of explaining and describing these terms. The definitions outlined in this annex capture the understanding and intentions of the FPH EDI Committee around these terms.

These terms outline how we not only declare our support for minority and under-represented groups, but actively work to address the challenges we face through standing together against prejudice¹.

Term	Definition
Equity	Equity recognises that everyone has equal dignity, but different opportunities and abilities, and is about ensuring that systems and processes provide all individuals and groups the resources, opportunities and means they need to achieve their highest potential, and that they are treated in a way that is specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age.
Diversity	Diversity recognises the presence of a wide range of different and multiple characteristics that make up individual and collective identities within a group. These include race, ethnicity, gender, age, disability, sexual orientation, education, and more. Valuing diversity means recognising, respecting and valuing people's differences and uniqueness and supporting their full involvement and contributions in society to realise their full potential by promoting an inclusive culture for all.
Inclusion	Inclusion is the way that we intentionally, and through ongoing actions, create the environments and circumstances where any individual or group are welcomed, respected and supported and valued to participate fully and access the same opportunities. Inclusion includes actively dismantling and challenging structural discrimination which disadvantages and excludes specific individuals and groups.

¹ Academy of Medical Educators: [Equality and Diversity](#)