

Kaleidoscope Working Group Terms of Reference

Objectives and terms of reference:

- To develop and recommend to the Equality and Diversity Scrutiny Panel a Group action plan in order to ensure compliance with the Housing Corporation's regulatory Code and Good Practice Notes in relation to race and diversity.
- To ensure continuous improvement in line with Group action plans and to report progress to the Equality and Diversity Scrutiny Panel.
- Ensure adequate monitoring of equality and diversity related performance within the Group, and ensure that reports and targets are tailored to the context and demographics of the Group's areas of operation.
- To prepare the Group for inspection by continuously mapping the Group's performance in relation to equality and diversity against relevant Audit Commission Key Lines of Enquiry, and against best practice, and collating relevant evidence.
- Continuously promote the Kaleidoscope project within the Group in order to ensure colleagues, members and customers are aware of its aims and associated activities, and that diversity is a principle embedded in the culture and reflected in the actions of the Group.
- Link to other continuous improvement initiatives within the Group.
- Research new and emerging legislation, best practice and diversity related publications in order to ensure the Group's diversity strategy remains current and relevant to the environment in which it operates.
- Help develop the EMH Group as a centre of excellence within the Public and Voluntary Housing Sector in relation to race and diversity, and to seek opportunities to promote and share its work and good practice with others.
- Be individual champions of equality and diversity within the Group.

Agreed February 2006