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psychological society
promoting excellence in psychology

Division of Educational and Child Psychology: EDI Implementation Group Terms of Reference

<p>Purpose</p>	<p>To translate the DECP's stated commitment to valuing diversity and promoting anti-racism and inclusion into concrete actions in the areas outlined below.</p>
<p>Objectives</p>	<p>To develop, and oversee, the initial implementation of an action plan to deliver the following outcomes, to:</p> <ol style="list-style-type: none">1. Promote a diverse educational psychology workforce, from applications on doctoral training courses to representation within senior positions within the profession.2. Ensure that initial training and profession-wide CPD reflects diversity and meets the needs of diverse groups.3. Identify and analyse the impact of structural racism and racism in general, as it relates to the profession of educational psychology.4. Create and suggest ways to dismantle racist practices at various levels of EP practice (i.e. individual and service) and employ alternative approaches.5. Commission research, journals and produce position papers to inform the above points as necessary.6. Advise on the most effective form and function of ongoing monitoring within the DECP in relation to equity, diversity, inclusion and anti-racism at the end of the lifespan of the implementation/working group. Includes advising on appropriate measures to monitor the impact of implemented recommendations.
<p>Timeframe</p>	<p>It is anticipated that the implementation/working group runs for an initial period of 12 months, at which point its purpose and objectives will be reviewed.</p>
<p>Membership</p>	<p>In addition to a Chair from the DECP committee, up to 12 implementation/working group members will be recruited from:</p> <ol style="list-style-type: none">1. Current and in-training members of the discipline & profession of educational psychology especially those from minoritized/marginalized groups (working in LA services as well

	<p>as private practice)</p> <ol style="list-style-type: none"> 2. Members and potential members of the DECP committee 3. Representatives from interest groups whose purpose and objectives are directly relevant to the work of the implementation/working group. 4. Representatives from EP training course providers 5. Representatives from the AEP 6. Those in leadership positions in local authority EPS <p>Members will be expected to serve for the duration of the implementation/working group. Should members step down prematurely, a suitable replacement may be recruited depending on point reached in the lifespan of the implementation/working group.</p>
Operational Committees	There will be no sub-committees of the implementation/working group; however, it will be essential that it actively engages with a broad range of stakeholders in developing its action plan and activities.
Quorum	Meetings are deemed quorate when at least 25% of the total membership is present. Where a meeting is not quorate, the Chair may take matters forward rather than delay them, at their discretion. Members, who miss two successive meetings, may be asked to step down to allow another member of the society to contribute fully.
Reporting & Assurance Arrangements	The implementation/working group reports to the DECP committee and will provide a written update on progress following each group meeting.
Remuneration	There is no remuneration for members participating in the implementation/working group. Expenses of attendees are reimbursed in accordance with the BPS expenses policies.
Review	The implementation/working group will review its own performance to ensure it is fulfilling its terms of reference and operating effectively at six monthly intervals.

This document was compiled with reference to:

- **Racial Equality within Educational Psychology Services: A report from the DECP Working Party on Anti-Racism (2006)**
- **BPS Presidential Taskforce on Diversity & Inclusion Terms of Reference**

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