

# Terms of reference: Race Equality Engagement Group (REEG)

## 1. Introduction

The government is determined to address race inequalities that exist in our society through our mission-based programme for reform.

In order to deliver this vision, the government is committed to working in partnership with ethnic minority communities, stakeholders and delivery partners to seize opportunities and remove barriers to race equality across the UK.

### 1.1 Objective

The Race Equality Engagement Group (REEG) will strengthen the government's links with ethnic minority communities, enabling effective, two-way dialogue on the government's plans to tackle race inequalities, and ensuring stakeholders' views are represented.

REEG will sit alongside the Race Equality Unit's ongoing engagement with stakeholders and its work will include:

- a series of roundtables to support measures in the Equality (Race and Disability) Bill and the government's wider work to tackle race inequality
- community engagement to gather insights, understand people's lived experience and identify challenges with particularly contentious areas of policy or disproportionality and, where appropriate, help inform action to address them
- enabling partnership and effective two-way communication at key points, such as the launch of the Bill and other race-related announcements

## 2. Role

The REEG Chair and members will be invited to become part of the group by the Minister for Equalities, Seema Malhotra MP.

### 2.1 Role Specification

REEG members will provide expert advice, lived experience and help feed in community views to ensure government proposals are developed in partnership with the communities who are most affected by racial inequalities. Membership could comprise those with the skills and experience to inform action on the most significant race inequalities across the missions and other areas where we know there is significant stakeholder or political interest. Members will also support the communication plans on race-related announcements.

With this in mind, the post holders will need to meet some or all of the following criteria:

- extensive experience of working with communities, employers and organisations to tackle race inequality

- extensive experience building trust with ethnic minority communities and organisations
- proven ability to be an independent, credible and influential voice on matters of race equality
- proven ability to work collaboratively with partners across and beyond government, public, private, and voluntary sectors, and
- excellent communication skills with a proven track record of influencing and engaging meaningfully across stakeholders, communities and government

The roles will initially be a 12-month fixed term appointment that could be extended. In the event of a change in government, REEG would be terminated by default.

## 2.2 Duration

REEG members will sit for an initial 12 months from May 2025, with the possibility of an extension.

There is no presumption of extension or reappointment. Any reappointment or extension will only be made with agreement of the Minister for Equalities.

## 3. Governance and ways of working

The lead minister for this group will be Seema Malhotra MP.

She will set the strategic direction for the group with the REEG Chair.

REEG will initially meet every other month in order to ensure delivery of these terms of reference. Once it is well established, REEG will meet on a quarterly basis, with ad-hoc meetings convened as necessary.

### 3.1 Expectations including code of conduct

As with all such appointments, REEG members will follow the [Seven Principles of Public Life](#) and adhere to the [code of conduct for board members of public bodies](#).

REEG members are not employees of the department. Accordingly, nothing in these terms shall be construed as, or taken to create, a contract of employment between the individual and the department.

### 3.2 Expenses

The Cabinet Office will reimburse all reasonable expenses (including travel, subsistence and other expenses) properly and necessarily incurred in respect of REEG. Significant expenses are not expected.

### 3.3 Use of information

Information or insights arising from this role may not be used, referenced or shared externally during the period of the appointment or subsequent to it, in line with the duty of confidentiality that applies to such groups.

REEG members must not misuse information gained in the course of their public service for personal gain or for political purposes. They must not disclose any information which is confidential in nature or which is provided in confidence without authority. This duty continues to apply after their appointment has ended. Members are required to exercise care in the use of information that they acquire in the course of their duties and to protect the information that is held in confidence.

Unauthorised disclosure of any information gained in the course of this appointment, or its use by the member or others for personal gain or advancement, could result in the appointment being terminated early.

### 3.4 Conflicts of interest

Members will declare any conflicts of interest and they will work with the Ministers to manage any potential, actual or perceived conflicts. Members will ensure that they recuse themselves from any work where such a conflict or perceived conflict may arise.

## 4. Membership

REEG will be led by a stakeholder with strong links with relevant groups and communities. They will provide challenge, guidance and direction to the group, and lead them in delivering the terms of reference.

There will be a core membership of around 10 individuals reflecting a broad range of experiences, and with representation across the regions and nations of the UK.

The current members are:

- Chair – Baroness Lawrence of Clarendon
- Professor Miranda Brawn
- Diana Chrouh OBE
- Professor Uzo Iwobi CBE
- Sarah Mann
- Rohit Sagoo
- L'myah Sherae
- Nizam Uddin OBE
- Lord Simon Woolley of Woodford
- Carol Young