

Gender Equality Subcommittee

Terms of Reference

Purpose

The Gender Equality Subcommittee is a thematic committee of the University Equality, Diversity & Inclusion Committee (EDIC). The aim of this Subcommittee is to ensure and promote activity across the University that addresses inequalities arising through sex and gender, covering the protected characteristics of sex, gender reassignment, and associated protected characteristics such as pregnancy and maternity (for shorthand, these issues will be referred to as issues of gender in these Terms of Reference). The Subcommittee will develop and oversee the Gender Equality Action Plan, as well as overseeing the delivery of the University Institutional Athena Swan Silver Action Plan on behalf of EDIC.

Remit

- To support the University EDI Committee to develop and deliver on the University EDI Strategy and Equality Outcomes in relation to gender equality;
- to evaluate the University's progress and performance on gender equality and inclusion for staff and students, including the meeting of its legal obligations under the Equality Act 2010 and related legislative duties;
- To identify strategic priorities in relation to the gender equality, in consultation with staff and student representatives;
- To gather and use data and research to inform priority setting and action planning;
- To develop and oversee the Gender Equality Action Plan, to be agreed by action owners and relevant stakeholders, and monitoring progress of actions;
- To provide a forum for discussion and consultation on gender equality issues, and the sharing of good practice, including across other thematic EDI subcommittees to ensure intersectional matters are identified through diverse representation and collaboration;

Governance and Operation

- The Subcommittee will act with authority, as delegated by the University's Equality, Diversity and Inclusion Committee, in fulfilment of its purpose and remit.
- The Subcommittee will meet as required to fulfil its remit, and will meet at least three times each academic year.
- Extraordinary meetings may also be arranged should the need arise.
- The Subcommittee will report to EDIC as necessary, but at least three times a year.

Membership

The membership of each of the Subcommittees shall include:

- A Convenor or Co-Convenors, appointed by EDIC.
- 2-3 representatives from the Colleges.
- 2-3 representatives from Professional Services Groups.
- Student representation from relevant EUSA/ Liberation Groups.
- EDI Networks representation, including Gender Equality and AS Network (GEAS)
- HR EDI representative.

- Representatives from specialist/ key departments for the thematic area, as appropriate.
- The Subcommittee will co-opt as necessary to ensure diverse representation.