

Equality and Diversity Committee, School of Chemistry

Terms of Reference

The School's Equality and Diversity Committee develops and implements strategies and policies to ensure that staff and students are treated solely on the basis of their merits, abilities and potential, regardless of gender, race, colour, nationality, ethnic/national origin, age, socio-economic background, disability, religious/political beliefs, family circumstances or sexual orientation. Upholding principles of equality, diversity and fair access will ensure we create fair opportunities for all, respect and support for each other and allow individuals to achieve their potential. These principles will be the foundation for nurturing a culture of inclusion and diversity.

Membership: It has representation from academic, technical, research and administrative staff together with undergraduate and postgraduate students.

Responsibilities: ensure that the relevant University and School policies are clearly visible; ensure that there are School-level events and celebrations promoting diversity; review data from School-wide surveys and suggest appropriate actions; promote an inclusive and diverse environment within the School; monitor the diversity of appointment/interview panels and School committees; monitor the diversity of the student and staff body; consider the School's equality and diversity data in terms of year-on-year changes, in the context of the Faculty, in the context of the university, and in the national context, as appropriate; identify, share and implement best practice in equality and diversity.

Meetings: usually termly, with agenda and papers circulated in advanced.

Reporting to: School Leadership Team and to staff. Minutes to be made accessible electronically to School staff and students.

Updated: May 2018, Jonathan Hirst (Chair of the Equality & Diversity Committee)