

## **SALC Equality, Diversity and Inclusion Committee**

### **Terms of Reference**

#### **The role of SALC's Equality, Diversity and Inclusion Committee includes:**

1. promoting equality and diversity within the School, advancing equality of opportunity for all, including all groups with protected characteristics for both staff and students.
2. devising and recommending measures in support of the University's and Faculty's equality and diversity objectives.
3. devising and recommending School-specific measures in support of the following Faculty targets for gender and BAME (ethnic minority, Global Majority) representation, and reviewing staff and student profiles:

To achieve approximately 50% of female staff at senior lecturer / professorial level <sup>1</sup> / PS leadership and management roles.
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To achieve a minimum of 18 <sup>2</sup> % of BAME staff at senior lecturer / professorial level.
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To achieve a minimum of 14% <sup>3</sup> of BAME staff in PS roles at Grade 6 and above.
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4. monitoring, reviewing and implementing Action Plans for Athena SWAN, Race Equality Charter Mark and relevant campaigns.
5. ensuring that Unconscious Bias training is part of induction process for new staff.
6. reviewing all data pertinent to equality and diversity in relation to School promotions and recruitment; and proposing, implementing, monitoring and reporting on impact of positive action interventions and other measures to be taken in response.
7. making recommendations to the School on how recruitment, selection, mentoring and promotions, and general employment issues, might be improved in relation to equality and diversity
8. addressing issues pertinent to equality and diversity identified by the Athena Swan, pulse and other Staff Surveys
9. analyzing data related to equality and diversity in student recruitment, progression,

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<sup>1</sup> Figure is currently 36%

<sup>2</sup> This target is based on the current proportion of BAME staff at Lecturer level. Current representation at SL/professorial level is 12%.

<sup>3</sup> This figure is based on the proportion of BAME groups employed in professional occupations in the UK. The equivalent for the Faculty is currently 7.3%.

appeals degree attainment and learning gain.

10. keeping abreast with University and Faculty policies and procedures

**Frequency of meetings** - The Committee will meet 4 times per year

**Composition of the Committee**

1. SALC Director of EDI (Chair)
2. SALC Disability Lead
3. Head of School
4. Director of School Operations
5. Director Social Responsibility
6. School Operations Manager
7. Committee Secretary
8. EDI representatives from all SALC departments including HCRI and UCAE
9. SALC Admissions Coordinator (voluntary)
10. EDI Directorate Humanities partner
11. P&OD (HR) partner
12. Professional Services (PS) representatives (incl members of PS EDI subgroup)
13. PGR reps (at least x3)
14. Voluntary members (incl School Admissions Coordinator)
15. Invited guests (appropriate for content of meeting)