



Gender Equality Group (GEG)

Terms of Reference

The University GEG goal is to promote and advance gender equality across the University.

To do this, the Group will:

- Support and advise the University in meeting its obligations under the Equality Act 2010. This group will be responsible for the following Protected Characteristics (PCs): Sex and Pregnancy & Maternity.
- Promote cultural change whereby equality for students, staff and visitors is embedded in all University's functions and activities in relation to these PCs.
- Utilise Task and Finish Groups comprising members, additional colleagues, and students, where appropriate, to support the implementation of University's Athena Swan Action Plan, Gender-Based Violence (GBV) Action Plan, and other relevant gender equality initiatives.
- To review and evaluate policy framework and service pathways for students and staff to support those affected by sexual harassment and misconduct.
- To build and develop links with appropriate stakeholders, including other institutions and relevant organisations to support GEG's work.
- Receive and act upon regular updates and reports from the Athena Swan Leads Forum, ensuring that group are supported to engage with evolving Athena Swan Charter requirements.
- To review and act upon developments and output from the field of gender equality including on Athena Swan Charter transformation and GBV research and best practice.
- To consider intersectional aspects in relation to Sex, Gender and Race – in line with other University Equality Groups.
- To receive regular reports from Students' Representative Council (SRC) on student activities and concerns in relation to Sex and Pregnancy and Maternity.
- To review data reports, annually, on talent attraction, development and progression of colleagues and students within the context of the University's Athena Swan Action Plan, strategic KPIs and Equality Outcomes under the Public Sector Equality Duty.

Members will:

- Be a conduit for consultation and two-way information sharing between the GEG and their area of representation.
- Participate in Task and Finish Groups to support and advance relevant gender equality initiatives and actions.

Reporting to:

The University's Equality and Diversity Strategy Committee (EDSC) and relevant College Management Committees.

Membership:

The University's GEG may invite others to attend meetings on an ad hoc basis where this would help to inform and/or expedite its work.

In addition, GEG may co-opt individuals with specific expertise as members in order to deal with specialist items of business, but not to fulfil a representative function.

In either case, the individuals may come from within or outwith the University.

Members who have a time-limited position will normally serve a maximum of two 3-year terms.

Membership (2022-23)

Where a member is unable to attend, a nominee would be desirable. Alternatively, written feedback would be expected, where a member is absent. Membership can be reviewed depending on the changing nature of the ongoing process.

The principle of 40:40:20% gender diversity amongst membership should be observed on GEG (not including Clerk or subs/alternates).

Composition (2022-23) Gender split (not including Clerk/subs/alternates): as at first meeting - 26% identify as Male, 74% identify as Female.

Role	Named Position or Representatives
Gender Equality Champion	Sara Carter
Head of Equality, Diversity and Inclusion	Mhairi Taylor
Senior Equality, Diversity and Inclusion Policy Adviser	Katie Farrell
Student Support, Inclusion and Well-Being (incl. First Responders) Representative	Clare Craig
Student Conduct (Non-Academic) Representative	To Be Confirmed
GBV Research and Policy Representative	To Be Confirmed
Student Support/Wellbeing Representative (covering Living Support)	To Be Confirmed
College Academic Staff	
Arts	Lynn Abrams (Humanities), Matthew Creasy (Crit Studies)
MVLS	Paul Welsh (C&MH), Michelle Bellingham (B,OH&VM)
Science and Engineering	Sarah Croke (P&A), Linnea Soler (Chemistry)
Social Sciences	Cindy Gray (Soc Sci), Nicole Busby (Soc Sci)
Professional and Support Staff	
Technical and Specialist	Paul Paterson
Management Professional & Administrative	Alan McConnell (Student and Academic Services)
Management Professional & Administrative	Emma Gilmartin

People and Organisational Development Representatives	Gillian Shaw, Fergus Brown (Sub: Mhairi Docherty, Tracy Bryant-Shaw)
Students Representative Council	
SRC VP Student Support	Hailie Pentleton
SRC Gender Equality Officer	Valeria Palomar Conesa
Attending	
Clerk	Janell Kelly (EDU)