Gender Equality Committee

Terms of Reference:
1. To oversee the implementation and further development of the University’s Athena SWAN action plan and the application of good practice to all departments (STEMM and non-STEMM).
2. To support the achievement of the University’s KPI’s and equality objectives, by raising awareness of gender equality and acting as a body of expertise on gender issues.
3. To advise the Council Equality, Diversity and Inclusion Committee, Human Resources and senior management on measures addressing gender equality at TUoS.
4. To review and discuss recommended actions from the University’s GPG and Equal Pay working group, and ensure they are aligned with the wider equality agenda.

Reports to: Council Equality, Diversity and Inclusion Committee.

Membership:
Committee membership will ensure gender balance and include representation from all sectors of the University: academic staff, professional staff, researchers and students. Members will serve for a period of 3 years and will be expected to attend a minimum of 50% of meetings, of which there will be a minimum of 3 per year.

Chair (Appointed by the Council Equality, Diversity & Inclusion Committee):
Professor Heidi Christensen 2022-25

Faculty and Professional Services representatives for Equality, Diversity & Inclusion:
Faculty of Arts & Humanities    Dr Carmen Levick (School of English)
Faculty of Engineering    Dr Rachel Smith (Chemical & Biological Engineering)
Faculty of Medicine, Dentistry & Health    Professor Amaka Offiah (Medical School) (from 1 October 2022)
Faculty of Science    Dr Matt Mears (Physics & Astronomy)
Faculty of Social Sciences    Professor Briony Birdi (Information School)
Professional Services    Amy Jeffries (APSE)
Advanced Manufacturing Group    Shirley Harrison

Chair of the Women@TUoSNETwork and one other member nominated by Women@TUoSNETwork:
Strategic Chair of the Women@TUoSNETwork    TBC
Representative of the Women@TUoSNETwork    Professor Rebecca Lawthom (School of Education)

Chair of the Parents@TUoSNETwork:
Rachael White (Student Recruitment, Marketing & Admissions)

Representatives of the Students’ Union:
Students’ Union Liberation Officer    Grace Cleary (2022-23)
Students’ Union Women Students Officer    Riya Chauhan (2022-23)

One Transgender representative

In attendance:
N/A
<table>
<thead>
<tr>
<th>Title</th>
<th>Name</th>
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<tbody>
<tr>
<td>Secretary</td>
<td>Zaidah Ahmed (Human Resources)</td>
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<tr>
<td>Minute Secretary</td>
<td>Ben Godber-Harding (Human Resources)</td>
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