**Faculty of Humanities Equality and Diversity Working Group**

**Terms of Reference**

The Faculty’s Equality and Diversity Working Group’s (WG) role is to:

1. Promote equality and diversity within the Faculty, advancing equality of opportunity for all, including all groups with protected characteristics.
2. Devise and recommend measures in support of the University’s Equality and Diversity objectives and the Faculty 2020 targets for gender and BME representation (below).

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| To increase / achieve a minimum of 47% of female staff at senior lecturer / professorial level / PSS leadership and management roles. |
| To increase / achieve a minimum of 15% of BME staff at senior lecturer / professorial level / PSS leadership and management roles. |

1. In support of 2 above, oversee the development of a comprehensive Faculty Equality and Diversity Action Plan.
2. Support Schools in making applications for Athena SWAN accreditation.

 The WG will aim to do this by:

* Analysing Faculty staff recruitment data from the University eRecruitment system to check progress of under-represented groups.
* Regularly reviewing our staff profile to check progress towards toward targets.
* Continuing to explore the perceptions and experiences of organisational cultural barriers which obstruct progress towards diversity to inform development of additional measures in pursuit of targets.
* Exploring the issues identified from the staff recruitment and academic promotions data; propose, implement, monitor and report on impact of positive action interventions and other measures to be taken in response.
* Monitoring, reviewing and evaluating initiatives developed as part of Faculty Equality and Diversity Action plans as well as actions developed as part of the Athena SWAN applications submitted by Schools.
* Scrutinising and keeping under review University and Faculty policies and procedures to ensure the need to eliminate discrimination and promote equality.
* Consulting with staff.
* Receiving and considering issues identified as part of the Athena SWAN process.
* Implementing the ECU Race Charter Mark action plan as appropriate in the Faculty.