



GOS ICH Equality, Diversity and Inclusion Steering Committee

Terms of Reference

Purpose

UCL GOS Institute of Child Health (ICH) recognises that access and treatment is not always equal for everyone and wants to redress the balance. It wishes to foster a positive cultural climate which will allow all staff and students to flourish and ensure that everyone is seen as a valuable asset. It recognises that this requires commitment and action from everyone at all levels of the organisation and that it requires changing cultures and attitudes across the organisation.

The Equality, Diversity and Inclusion Steering Committee is committed to helping ICH promoting the value of different identities to create an organisational culture that is respectful and inclusive irrespective of age, disability, ethnicity, gender, marriage or civil partnership, pregnancy and maternity, race, sexual orientation and religion or belief.

The Committee will be a visibly representative body that will act as a 'Voice for All' and will recognise the differing needs of individuals including, recruitment, selection, training, appraisal, development and promotion of staff. It will identify problems and propose relevant actions and will monitor the effectiveness of these actions. The aim will be to influence organisational and cultural change and to raise awareness to ensure that everyone that works at GOS ICH will feel valued.

Objectives

1. Identify and propose equality priorities and objectives that will foster cohesion, eliminate discrimination and ensure everyone feels valued and included.
2. Promote and support inclusive leadership at all levels of the Institute.
3. Work closely with the EDI Focus groups to implement actions addressing areas they have identified as priorities.
4. Review progress and monitor data once every three months. Improve information and data collected, in respect of protected characteristics.
5. Determine the impact of initiatives aimed at improving equality and refresh the aims as appropriate.
6. Responsible for overseeing the formulation and submission of Athena Swan applications.
7. Communicate equality and diversity practices to the programmes at ICH
8. Share good practice outside of ICH
9. Succession?

Membership

There will ideally be representatives from both academic and professional staff from different levels of seniority on the Steering Committee.

Members will be appointed to the committee for a three year period.

The Steering Committee will aim to meet formally once every month initially for the first six months to enable them to identify their objectives and formulate a new Action Plan. Once these aims have been achieved it is expected that formal meetings will be held once every two months. Six months prior to the deadline for the first draft of the Athena SWAN application meetings will revert to once monthly. Minutes summarising what has been discussed and noting any actions planned at these meetings will be taken at each meeting. These will be made available on the intranet.

The duration of each meeting will be 90 minutes.

Members

GOS ICH Director - Ros Smyth

EDI Chair – Philippa Mills

EDI Co-Chair - Andy Copp

Institute Manager – Tansy Jones

Deputy Institute Manager – Sophie Elgood

Athena Swan Coordinator – Emily Robinson

Data coordination – Jenny Morgan

Representing;

Academic Research - tbc

BRC – Saadia Rahman

DEOLO - Grazia Manzotti

Early Career Researchers - Athina Soragia Gkazi

Education – Claire Thorne

HR - Ludi Capelan

Parents and Carers – Jon Clayden

Professional Services – Vania de Toledo

Research & Innovation - Katie Payne

Students – Ivan Doykov and Diana Rosenthal