



GOS ICH Equality, Diversity and Inclusion Steering Committee

Terms of Reference (March 2022)

Purpose

UCL GOS Institute of Child Health (GOS 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 GOS ICH promote 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 through institutional processes including recruitment, selection, training, appraisal, development and promotion of staff and students. It will identify problems, propose relevant actions and monitor the effectiveness of those actions. The aim will be to influence organisational and cultural change and to raise awareness, to ensure that everyone that works at GOS ICH feels 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 Race Equity Group and EDI focus groups to implement actions addressing areas they have identified as priorities.
4. Review progress and monitor data regularly. Improve information and data collected, including in respect of protected characteristics.
5. Determine the impact of initiatives aimed at improving equality and refresh the aims as appropriate.
6. Oversee the formulation and submission of Athena Swan applications.
7. Communicate equality and diversity practices to the departments at GOS ICH.
8. Share good practice outside of GOS ICH.

9. Ensure that succession planning provision is put in place.

Membership

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

Appointed members, including the chair and co-chair, and representatives for key groups, will sit on the committee for a three-year period. Other members will sit on the committee *ex officio* for as long as they hold the relevant post.

The Steering Committee will generally meet formally once every month to discuss matters arising, assess progress and approve new actions where needed. 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.

Appointed Members and Representatives

EDI Chair – Jon Clayden
EDI Co-Chair – Vania de Toledo
Race Equity Group – Lola Solebo/Terrie Fiawoo
BRC – Dauda Bappa
Data Coordination – Jenny Morgan
Early Career Researchers – (Vacant)
Education (Research) – Claire Thorne
Education (Taught) – Michelle de Haan/Patricia John
Professional Services – Ayesha Khatun
Research & Innovation – Katie Payne
Students – Tahmina Aktar and Diana Rosenthal

Ex Officio Members

GOS ICH Director – Ros Smyth
Institute Manager – Vicky Adrienne
Deputy Institute Manager – Serife Dervish
HR Manager – Ludi Capelan
Deputy Director (Institutional Relations) – JP Martínez Barberá
EDI Coordinator – Poonam Palan
Inclusion Lead – Grazia Manzotti