



Terms of Reference

Purpose

UCL is regarded as a sector leader in the field of equalities and diversity, and yet our staff and student data, and some lived experiences, tell a different story. We cannot afford to be complacent if we are to continue to recruit, develop and retain the most talented staff and students. Thus UCL is, and will continue to be, a leading proponent of 'positive action' and will take bold steps to redress past imbalances.

UCL defines 'equality' as the absence of unjust social hierarchy such as those based on age, disability, ethnicity, gender, sexual orientation and religion, and 'diversity' as the presence of different cultural traditions and identities.

We wish to foster a positive cultural climate where all staff and students can flourish, where no-one will feel compelled to conceal or play down elements of their identity for fear of stigma. UCL will be a place where people can be authentic and their unique perspective, experiences and skills seen as a valuable asset to the institution.

Remit

- To monitor and review progress against the Faculty Equality Action plan, refreshing the aims and actions of the plan as appropriate and devising metrics to evaluate progress
- To support the implementation of Institutes' Athena SWAN action plans, identifying opportunities for suitable cross-faculty initiatives to meet the aims of the Charter and to facilitate information sharing
- To provide a forum in which the development of new initiatives to enhance equality measures can be explored, and to support the development of new Athena SWAN applications
- To review Faculty plans, strategies, policy and guidance to ensure they attend appropriately to issues of gender balance, sexual orientation, gender identity, race, ethnicity and disability
- To make regular reports to the Faculty Executive Committee including recommendations for actions to be implemented at Faculty level
- To ensure FPHS is optimally engaged with UCL equality initiatives, receiving business from, and reporting to, the UCL equalities committees where appropriate.

Duration and frequency of meetings

- 90 minutes, one meeting per term

Chair's role

The Committee is chaired by the Vice-Dean (EDI) who is appointed by the Dean for a period of three years which can be renewable.

Membership

Chair - Vice-Dean (EDI)	Suzy Buckley
FPHS Leads/Co-Leads of local EDI groups:	
– Institute for Women’s Health	Simon Waddington, Rajvinder Karda
– Institute of Epidemiology and Health Care	Julia Bailey, Richard Marsh
– Great Ormond Street Institute of Child Health	Jon Clayden, Vania de Toledo
– Institute of Cardiovascular Science	Shani Budhram Mahadeo, Shah Chowdhury
– Institute of Clinical Trials and Methodology	Sharon Love
– Institute for Global Health	Ian Williams, Jane Cavanagh, Alison Roger
– Institute of Health Informatics	Serina Hayes
UCL Race Equality Steering Group representative	Marcia Jacks
UCL Equality, Diversity and Inclusion	Machilu Zimba
Access and Widening Participation group	Rebecca Kelly, UCL Student and Registry Services
UCL Access and Inclusion Manager	Pip Jackson
FPHS Director of Operations	Tansy Jones
FPSH Vice-Dean Education, Faculty Tutor	Mike Rowson
FPHS HR	Terezia Clarke
Support	Kate Fernandes

Definitions

UCL defines 'equality' as the absence of unjust social hierarchies, such as those based on age, disability, ethnicity, gender, sexual orientation and religion, and 'diversity' as the presence of different cultural traditions and identities.

Equality is about developing a fairer society where everyone can participate and has the same opportunity to fulfil their potential. The Equality Act 2010 is designed to address unfair discrimination, harassment and victimization; advance equality of opportunity between people who share a protected characteristic and those who do not. There are 9 protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Diversity acknowledges and values the full range of differences between people both in the workplace and in wider society. Diversity acknowledges that both entry into the workplace and an individual realising their potential once there can be influenced by a range of factors beyond the characteristics included within equality legislation, including social, economic and educational background, professional background, hierarchical level, working style, nationality etc.

Inclusion refers to an individual’s experience within the workplace and wider society and the extent to which they feel valued and included.