

Wellbeing, Inclusion, Diversity and Equality Committee

Membership:

Chair
Head of Department
ChemSoc reps
PDRA rep
UG student reps
Academic reps

Aims:

1. To promote and support a diverse community of staff and students;
2. To create and provide environments that support people to feel free to be themselves, while respecting others;
3. To recognise and address that in all areas there are equality and inclusion challenges for people with certain protected and unprotected characteristics;
4. To enable all staff and students to fulfil their potential and to foster a working environment that protects their physical and mental wellbeing;
5. To promote flexible working and good working practices, mentoring, support unconscious bias training, support for promotions and professional behaviour;
6. To measure our success on an annual basis through data collection and surveys, and communicate our findings to the School. This will inform our future priorities for action, and ensure that these priorities are embedded in School policy and practice, and align with the University wellbeing, equality and diversity policies and objectives.

Terms of Reference:

1. To assess the Department's position in relation to diversity and inclusion principles;
2. To embed issues of equality within the Department's working practices;
3. To enhance opportunities for development for individuals and groups;
4. To increase engagement with relevant University and School strategic aims;
5. To improve social cohesion across the Department;
6. To hold one meeting per term to discuss and implement these actions;
7. To represent the wellbeing of all student and staff groups.
8. To advise the department management group (DMG) on priorities for action with respect to WIDE;
9. To coordinate effort and monitor progress towards recognition via Advance HE Equality Charters recognition, including (but not limited to) Athena Swan and the Race Equality Charter;
10. To communicate progress and highlight achievements both internally and externally to the School.

The Chemistry WIDE Committee meets on a termly basis and reports to the School WIDE committee via the chair.