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Bangor University

School of Health Sciences

Equality and Diversity Group

Terms of reference

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| --- | --- |
| **Reports to** | Board of Studies/Head of School |
| **Remit** | Led by the Equality and Diversity lead and deputy the group was created to drive forward recognition and understanding of equality and diversity and to promote an inclusive culture and environment for staff and students within the School of Health Science, the workplace and clinical areas.  The role and purpose of the Equality and Diversity group is:     1. Promote equality and diversity within the School, advancing equality of opportunity for all, including all groups with protected characteristics, this includes staff and students, visitors, service users and stakeholders. 2. Provide support to the Equality and Diversity lead for promoting and maintaining equality, diversity and inclusivity across the School in accordance with the BU Strategic Equality Plan 2020 – 2024 and the Equality Act 2010. 3. Devise and recommend measures in support of the University and College Equality and Diversity objectives. 4. To provide feedback to the School on the teaching and learning environment to enhance and support diversity and inclusivity both within the School and also the practice/workplace learning environment. This will include members of the group working with colleagues and students from other disciplines and programmes to discuss teaching delivery and assessment. It is envisaged that key objectives for the School will follow from these audits. 5. To implement the AthenaSWAN action plan. |
| **Role of Equality and Diversity lead** | 1. To provide strategic direction to the School acting as a point of reference. 2. To contribute to feedback on academic policies and practices from an inclusivity perspective as part of the Teaching and Learning Committee and SSLiC processes. 3. To contribute to College monitoring via attendance at the CoHS Equality and Diversity Task Group, review and implementation of action plans for Athena SWAN and where required assist in data collection with reference to key objectives. |
| **Membership** | The membership of the group will consist of staff and students who represent different programmes offered by SHS and administrative processes. In order to ensure that objectives of the group can be met membership is extended to:  Equality and diversity lead and deputy  All course leads and directors (or their representative) representing both under and post graduate taught provision within the School including Internationalisation.  Students representing individual programmes within the School.  Head of School  Director of Teaching and Learning  Deputy Director of Teaching and Learning  Deputy College Manager  Director of Student Engagement  Director for Admissions and Recruitment  Director of Bilingualism  Representative from Practice Education Facilitator team.  Academic Support Librarian  Disability tutor |
| **Role of Membership** | 1. To regularly attend meetings of the group if possible and when not available, plan for a nominated deputy to attend. 2. To undertake duties assigned by the group. |
| **Frequency** | 5 meetings annually – bi monthly  Additional meetings may be arranged as required. |
| **Reporting process** | 1. The agenda and any relevant papers will be circulated to members not less than a week before the scheduled meeting. 2. All members may submit items for inclusion on the agenda. 3. Minutes will be formally recorded and circulated prior to the next meeting.They will be formally approved at the next meeting. 4. Minutes will be forwarded to Head of School and members |
|  | * Date Approved: 3/12/20 * Date Review : 3/12/21 |

Names of current postholders

**Head of School**: Lynne Williams

**Equality and diversity lead**: Denise Aspinall

**Equality and diversity deputy**: Keith Jones

**Course leads and directors:**

**Nursing**: Karen Hughes (C), Jo Jones (AD), Seren Roberts (MH), Jason Devereaux (LD) Part time route Gill Truscott

**Midwifery**: Jude Field

**Radiography**: Delyth Hughes

**Health and Social care:** Simon Bishop

**Post Grad Dip**: (A)Liz Mason, (MH) Marjorie Ghisoni

**Post Grad Taugh**t: Gill Roberts

**MA Social work**: Gwenan Prysor

**Physiotherapy**: (Jonathan Flynn) Colin Roberts attending

**Internationalisation**: Jaci Huws

**Director of Teaching and Learning: Bernie Evans**

**Deputy Director of Teaching and Learning:** Sian Davies

**Deputy College Manager:** Huw Roberts

**Director of Student Engagement**: Jonathan Grant

**Director of Bilingualism:** Beryl Cooledge

**Director for Admissions and Recruitment:** Liz Mason

**Representative from Practice Education Facilitator team.**

**Academic Support Librarian**: Yas Noorani

**Disability tutor**: Ian Davies-Abbott