Departmental Equality and Diversity Champions

Role Description

The aim of the Equality and Diversity Champion within departments is to promote awareness of equality and diversity issues in the day-to-day operation of the department, working in collaboration with the Equality and Diversity Office.

The appointment of champions will assist the University in taking forward initiatives such as the Athena Swan Charter, and help make equality part of the departmental culture, especially in decision-making.

The champion should be able to inform management decisions and be willing to speak out about equality in a variety of settings.

The Champion might be:

- An existing member of the Departmental Management Team (DMT)
- The Chair of the department's equality group/committee
- A senior member of staff who is asked to monitor and report on equality matters as a standing item at Board of Studies

Terms of Reference:

1. To ensure that the department promotes, celebrates and raises awareness of equality, diversity and inclusivity issues
2. To support and encourage engagement in the Athena SWAN charter
3. To support and encourage engagement in other equality initiatives
4. To share and promote best practice within the department
5. To ensure that equality matters are raised regularly at departmental meetings
6. To attend training and network events as necessary
7. To be familiar with relevant policies and legislation

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1 Awards recognising commitment to and progress in gender equality in arts, humanities, social sciences, business and law as well as science, technology, engineering, maths and medicine
2 The Equality Act and Public Sector Equality Duty which covers the protected characteristics of age, disability, gender re-assignment, pregnancy & maternity, race, religion/belief/non-belief, sex, sexual orientation, marriage & civil partnership

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