

Terms of Reference for P&A Equality Diversity and Inclusion Committee

The P&A ED&I Committee works to:

1. Ensure and promote equality of opportunity, fair policies and working practices in the department,
2. Increase diversity among the demographic of the department at all levels,
3. Improve the working environment by coordinating applications for national awards and initiatives, such as Athena Swan and Project Juno,
4. Consider all diversity and widening participation issues, and make policy recommendations to the P&A Senior Management Team,
5. Monitor and regularly review the development and implementation of action plans for implementing positive change,
6. Attend, and report to, the FPSE Faculty ED&I Committee and the University Athena Swan Committee to ensure cohesion with the broader faculty and university strategies.

Membership

The committee is open to all interested parties. We aim for representation from the following areas:

- Chair
- The P&A Head of Department, the Directory of Programmes and the Admissions Tutor
- University diversity officer
- Representatives from the three P&A academic research groups
- Representative(s) from the Faculty Operating Services based in Building 46
- Public engagement and outreach representative(s)
- TAE representatives
- Postdoctoral representative(s)
- Postgraduate representative(s)
- Undergraduate representative(s)
- Representative(s) from the P&A Women's Physics Network