



Gender Equality Steering Group (GESG)

Terms of Reference

The University's GESG's goal is to promote and advance gender equality across the University. To do this, the group will:

- Promote cultural change whereby equality for students, staff and visitors is embedded in all University's functions and activities.
- Support the University to achieve the KPI relating to growing the percentage of female staff in grade 10 and Professorial positions.
- Support and facilitate the implementation of University's current Athena SWAN Bronze Award Action Plan.
- Review evidence presented (including statistical evidence) and consider implications for the further development of the University's current Athena SWAN Bronze Award Action Plan.
- Assist with focus groups/surveys relating to the development and implementation of the University's current Athena SWAN Bronze Award Action Plan.
- Have sight of future Athena SWAN 'departmental'¹ applications and action plans prior to submission.
- Develop and review future University applications and action plans prior to submission, for renewing and subsequently improving the Athena SWAN Bronze Award Institutional award level.
- Oversee other gender equality initiatives in line with the University's Public Sector Equality Duty and the University's Equality and Diversity Policy.

Members will:

- Assist (e.g. acting as a critical reader) with future applications for 'departmental' level awards.
- Act as a champion for Athena SWAN in their own areas.
- Be a conduit for consultation and two-way information sharing between the GESG and their area of representation.

Reporting to:

The University's Equality and Diversity Strategy Committee and relevant College Management Committees.

Membership:

The University's Gender Equality Steering Group may invite others to attend meetings on an ad hoc basis where this would help to expedite its work.

¹Athena SWAN Chartermark terminology

Membership (2018-19)

Where a member is unable to attend, a nominee would be desirable. Alternatively written feedback would be expected, where a member is absent. The membership can be reviewed depending on the changing nature of the ongoing process.

It was agreed the principle of 40% of either gender should be regarded as the minimum for gender balance on GESG (not including Clerk).

Composition (2018-2019) Gender split – Male 39% Female 61% (including subs)

Role	
Gender Equality Champion	Anne Anderson
Equality and Diversity Manager	Mhairi Taylor
Gender Equality Officer	Katie Farrell
College Academic Representatives	
Arts	Lynn Abrams (Humanities), Michael Brady (Humanities)
MVLS	Paul Welsh (ICAMS), Michelle Bellingham (IBAHCM)
Science and Engineering	Sarah Croke (P&A), Ross Forgan (Chemistry)
Social Sciences	Cindy Gray (Soc Sci), Lindsay Farmer (Law)
Professional and Support Staff Representatives	
Technical and Specialist	Paul Paterson
Management Professional & Administrative	Alan McConnell (Student and Academic Services)
Management Professional & Administrative	Michelle Crane/Emma Gilmartin (alternating)
Management Professional & Administrative	Elizabeth Adams (Research & Innovation Services) (Sub: Richard Marshall)
HR Representatives	Gillian Shaw, Fergus Brown (Subs: Simon Wilson, Lyn Goodenough)
Students Representative Council Representatives	
SRC Vice President Support	Fatemeh Nokhbatolfoghahai
SRC Gender Equality Officer	Joanne Cardwell
Attending	
Clerk	Janell Kelly

Charter Marks

As at **7 November 2018** (first meeting of the academic year) the following gender related charter mark awards are held:

Area/School/RI	Charter mark Held	Valid until
University of Glasgow	AS Bronze Institutional Award	April 2020
Institute of Health and Wellbeing	AS Gold Departmental Award	November 2021
School of Physics & Astronomy	AS Silver Departmental Award IoP Juno Champion Status	April 2022 April 2021
Institute of Biodiversity, Animal Health and Comparative Medicine	AS Silver Departmental Award	November 2019
School of Geographical and Earth Sciences	AS Silver Departmental Award	April 2021
School of Chemistry	AS Bronze Departmental Award	November 2018
School of Computing Science	AS Bronze Departmental Award	November 2018
School of Veterinary Medicine	AS Bronze Departmental Award	November 2018
Institute of Cardiovascular and Medical Sciences	AS Bronze Departmental Award	April 2019
School of Engineering	AS Bronze Departmental Award	November 2019
Institute of Infection, Immunity and Inflammation	AS Bronze Departmental Award	November 2019
School of Medicine, Dentistry and Nursing	AS Bronze Departmental Award	November 2019
Institute of Neuroscience and Psychology and School of Psychology	AS Bronze Departmental Award	April 2020
Institute of Cancer Sciences	AS Bronze Departmental Award	November 2020
Institute of Molecular, Cell and Systems Biology	AS Bronze Departmental Award	November 2020
School of Humanities	AS Bronze Departmental Award	April 2021
School of Interdisciplinary Studies	AS Bronze Departmental Award	April 2021
School of Law	AS Bronze Departmental Award	November 2021
School of Life Sciences	AS Bronze Departmental Award	November 2021