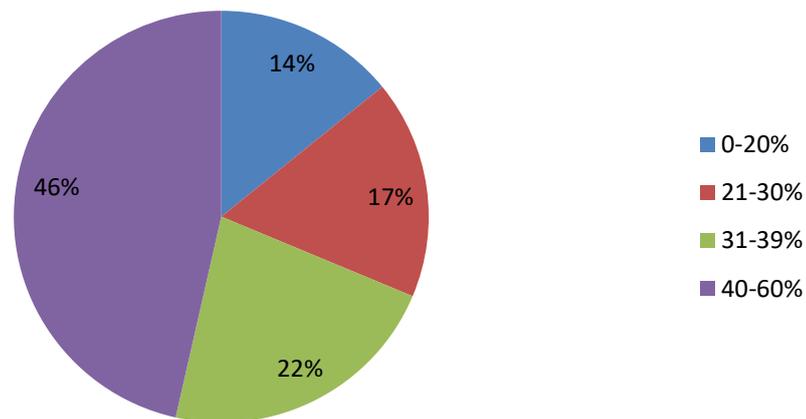


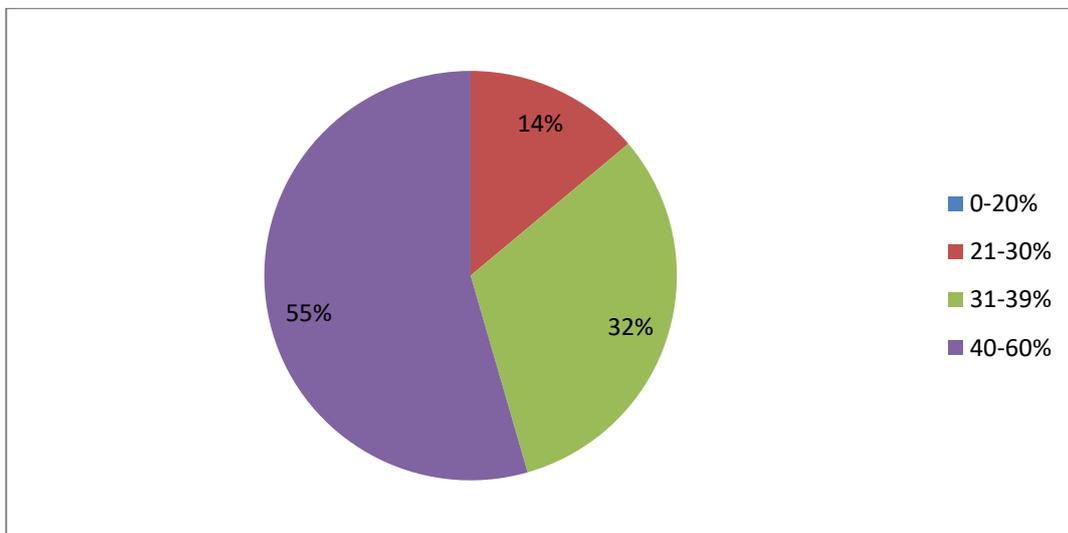
Audit of gender balance on key decision making committees AY 2020/21

Review of **134**¹ University committees (Governing Authority and 3 sub-committees, UMT, 17 central committees, and 112 College/School level committees)

1. % Compliance with gender balance (min. 40% men and women) - All Committees (134)

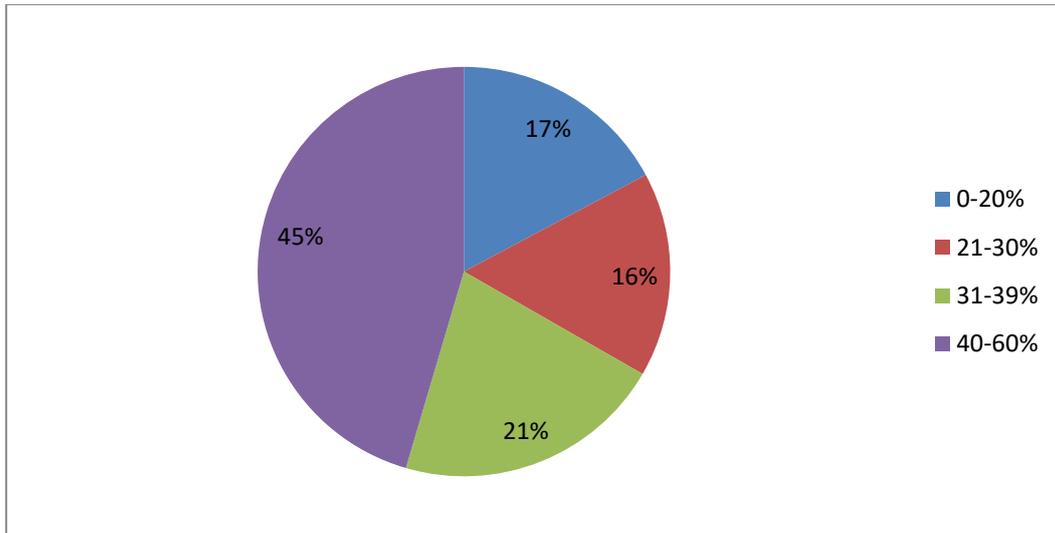


2. % Compliance with gender balance (min. 40% men and women) – 22 Central Committees including Governing Authority, 3 Sub-Committees and UMT



¹ 116 committees were included in the 2019/20 audit

3. % Compliance with gender balance (min. 40% men and women) – 112 Academic College/School Committees



Key Observations

- 46% of all committees (n=62) are fully compliant, i.e. the committee is comprised of min. 40% men and women (55% fully compliant in 2019 and 66% fully compliant in 2018 audit)
- 68% of all committees (n=92) comprise \geq min. 31% men and women (73% overall comprise \geq min. 31% men and women in 2019 audit and 81% overall comprise \geq min. 31% men and women in 2018 audit)
- 19 committees comprising \leq 20% gender representation are listed below (14% of all committees)
- Chair of committees (for 132 committees²): 42% female chairs, 58% male chairs (49% female chairs, 51% male chairs in 2019 audit)

CASSCS: Gender Profile of College: 63%F, 37%M (all staff)
42 committees included in audit - 67% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
83% of committees comprise \geq min. 31% men and women
Chair of committees: 37% female chairs, 63% male chairs

CBPPL: Gender Profile of College: 62%F, 38%M (all staff)
7 committees included in audit - 71% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
100% of committees comprise \geq 31% men and women
Chair of committees: 14% female chairs, 86% male chairs

² 2 Chair positions are not yet filled

CMNHS: Gender Profile of College: 65%F, 35%M (all staff)
 33 committees included in audit - 15% of committees (n=5) are fully compliant, i.e. the committee is comprised of min. 40% men and women
 36% of committees overall comprise \geq min. 31% men and women
 39% of committees overall comprise \leq 20% men and women³
Chair of committees: 75% female chairs, 25% male chairs

CSE: Gender Profile of College: 40%F, 60%M (all staff)
 30 committees included in audit - 40% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
 63% of committees comprise \geq min. 31% men and women
 13% of committees comprise \leq 20% men and women⁴
Chair of committees: 37% female chairs, 63% male chairs

Central Committees: Chair of committees: 23% female chairs, 77% male chairs

Committees with \leq 20% men and women

Committee Category	Committee	% Male	% Female
CMNHS College	College Civic Engagement	20%	80%
CMNHS SNM	School Board	11%	89%
CMNHS SNM	Contingency Planning	20%	80%
CMNHS SNM	Programme Board	11%	89%
CMNHS SNM	Student Affairs	11%	89%
CMNHS SNM	Teaching, Learning & Assessment	14%	86%
CMNHS SNM	Internationalisation	0	100%
CMNHS SNM	Research	15%	85%
CMNHS SNM	Health & Safety	20%	80%
CMNHS SNM	Steering Group	12.5%	87.5%
CMNHS SHS	Research & Innovation	0	100%
CMNHS SHS	Board Meetings	8%	92%
CMNHS SHS	Strategic Planning	0	100%
CSE SNS	Education & Students	83%	17%
CSE Computer Science	School Board	82%	18%
CSE Physics	Education & Students	83%	17%
CSE Physics	Safety Implementation	80%	20%
CASSCS Psychology	Student Engagement	100%	0
CASSCS English & Creative Arts	Equality Diversity, Progression & Inclusion	0	100%

³ A derogation has been agreed with CMNHS for school committees where men are under-represented, committees must comprise min. gender profile within school

⁴ A derogation has been agreed with the Schools of Engineering and Computer Science where women are under-represented, committees must comprise min. gender profile within school