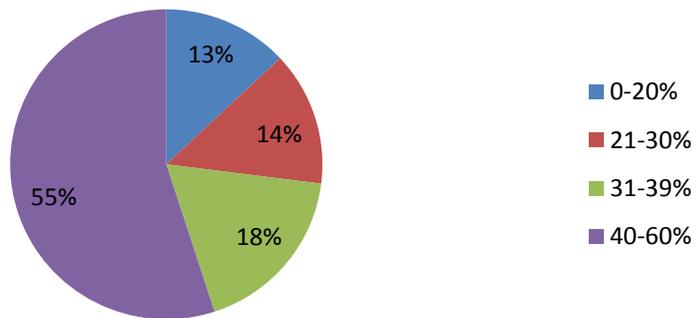


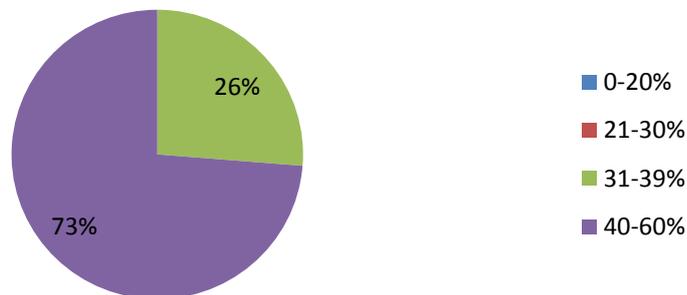
Audit of gender balance on key decision making committees AY 2019/20

Review of **116** University committees (Governing Authority and 5 sub-committees, 9 central committees, and 101 College/School level committees)

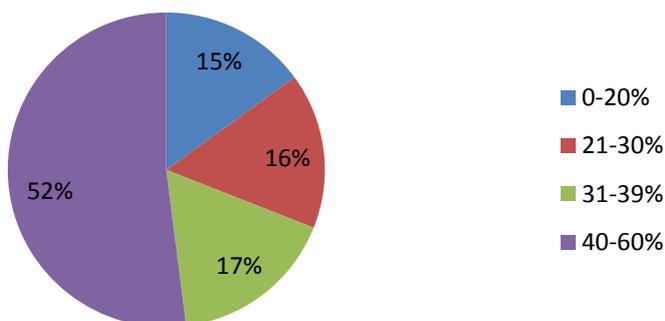
1. % Compliance with gender balance (min. 40% men and women) - All Committees (116)



2. % Compliance with gender balance (min. 40% men and women) – 15 Central Committees including Governing Authority and 5 Sub-Committees



3. % Compliance with gender balance (min. 40% men and women) – 101 Academic College/School Committees



Key Observations

- 55% of all committees (116) are fully compliant, i.e. the committee is comprised of min. 40% men and women (66% fully compliant in 2018 audit)
- 73% of all committees (116) comprise \geq min. 30% men and women (81% overall comprise \geq min. 30% men and women in 2018 audit)
- 15 committees comprising \leq 20% gender representation are listed below (13% of all committees)
- Chair of committees (for 110 committees): 49% female chairs, 51% male chairs

¹CASSCS: 37 committees included in audit - 68% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
100% of committees comprise \geq min. 30% men and women

CBPPL: 16 committees included in audit - 69% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
31% of committees comprise \leq 30% men and women

²CMNHS: 19 committees included in audit - 5% of committees (n=1) are fully compliant, i.e. the committee is comprised of min. 40% men and women
16% of committees overall comprise \geq min. 30% men and women
58% of committees overall comprise \leq 20% men and women

CoS: 24 committees included in audit - 58% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
79% of committees comprise \geq min. 30% men and women
8% of committees comprise \leq 20% men and women

CoEI: 5 committees included in audit – 40% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
0 committees comprise \leq 20% men and women

¹ Committees for School of Languages, Literatures and Cultures are not included in the audit for CASSCS

² Committees for School of Medicine are not included in the audit for CMHNS

Committees with $\leq 20\%$ men and women

Committee Category		% Male	% Female
CASSCS	SoPsy Student Engagement	100%	0
CBPPL	SoL International	14%	86%
CMNHS	College Graduate Studies	19%	81%
CMNHS	College Board of Studies	17%	83%
CMNHS	SNM Programme Board	20%	80%
CMNHS	SNM Student Affairs	0	100%
CMNHS	SNM Teaching, Learning & Assessment	11%	89%
CMNHS	SNM Internationalisation	12.5%	87.5%
CMNHS	SNM Plagiarism	0%	100%
CMNHS	SNM Research	17%	83%
CMNHS	SNM Equality & Diversity	14%	86%
CMNHS	SHS Research & Innovation	0	100%
CMNHS	SHS Strategic Planning	0%	100%
CoS	SNS Learning, Teaching & Assessment	82%	18%
CoS	SNS PG Research	15%	85%