



AS-01-ToR

- To consider the intersection of gender, ethnicity and other protected characteristics in terms of underrepresentation across the University and ensure all actions and initiatives developed are reflective of this

To provide a forum for the sharing of best practice from within and outside the University

- To develop effective communication and engagement plans to embed Athena Swan principles across the University
- To explore the short and long-term impact of Covid-19 and its repercussions on career progression, recruitment and work-life balance
- To maintain confidentiality in respect of personal information including data
- To attend all meetings where possible and nominate a substitute if they cannot attend

Meetings take place four times per academic year, and more often as required when submitting for new awards/renewals at institutional level. Meetings will be minuted and distributed to SAT members.

The Athena Swan institutional SAT reports to the Inclusive Sussex Programme Board (ISPB).