



**Charter for women in science**  
Recognising commitment to advancing  
women's careers in STEMM academia

## **GEES School Statement on Equalities and Diversity**

Both the University of Birmingham and GEES are committed to promoting equality and celebrating diversity and hold Athena SWAN Bronze Awards, which demonstrate the work of the university towards advancing the careers of female science academics in the UK. GEES successfully achieved its Bronze Award in May 2014 and has a clear action plan for supporting and promoting gender equality in the School.

The student gender equality representative is the Senior Welfare Tutor (Dr. Pat Noxolo) and the GEES Athena Swan and Equality and Diversity Champion is Dr. Jessica Pykett. You are invited to contact these staff if you have any issues relating to gender equality and diversity.

GEES supports the use of non-discriminatory and sensitive language in all submitted written work. Guidance on anti-racist, anti-sexist and non-disablist language can be found at: [http://www.policypress.co.uk/PDFs/General/PP\\_Editorial%20and%20Production%20Guidelines\\_220713.pdf](http://www.policypress.co.uk/PDFs/General/PP_Editorial%20and%20Production%20Guidelines_220713.pdf) (pages 13-15)

Students, staff, and other members of the University community have a responsibility to uphold the University's commitment to equality and diversity by:

Treating students, staff and visitors to the University with dignity and respect.

Not engaging in, colluding in or encouraging behaviour that constitutes unlawful discrimination under the Equality Act.

Supporting activities to eliminate discrimination, advance equality of opportunity and foster good relations as required under the Equality Act

The University has a duty to pay due regard to eliminating unlawful discrimination, harassment and victimisation on the grounds of 9 'protected characteristics' as set out in the Equality Act (2010): age; disability; gender identity; marriage and civil partnership; pregnancy or maternity; race; religion or belief; sex; sexual orientation (Source: University of Birmingham Equality Scheme 2011-2015).

The Guild of Students also has a policy of Zero Tolerance towards sexual harassment at any guild venues, events and guild controlled online forums, as well as guidelines on zero tolerance regarding harassment in relation to sexual orientation, race, religion, disability, medical condition, ethnicity or age.

Further information on Athena Swan can be found at: [www.athenaswan.org.uk/](http://www.athenaswan.org.uk/) and on the University's

Equality and Diversity strategy at: [www.birmingham.ac.uk/university/about/equality/index.aspx](http://www.birmingham.ac.uk/university/about/equality/index.aspx). The

Guild of Students' Zero Tolerance guidance is outlined at: [www.guildofstudents.com/main-menu/representation/campaigns/zero-tolerance/zero-tolerance-guidelines](http://www.guildofstudents.com/main-menu/representation/campaigns/zero-tolerance/zero-tolerance-guidelines)