

EQUALITY AND DIVERSITY COMMITTEE



There will be a meeting of the Equality and Diversity Committee at 9.30am on Monday 31 October 2016, in Committee Room 2, the Council House, University Plain.

Refreshments will be available outside the room from 9.20am

Equality and Diversity Office
24 October 2016

AGENDA

1. BUSINESS OF THE AGENDA

Items in Section A are for discussion and action by the Committee. Items in Section B contain routine recommendations which will be deemed to have been approved at the meeting unless members of the Committee ask for them to be discussed. Items in Section C are for information only. Any member of the Committee may ask for an item from Section B or Section C to be moved to Section A by contacting the Secretary before 12pm on Thursday 27 October 2016. Reserved items appear in Section D.

These Items can be found on the Committee's Blackboard site.

- Go to the UEA Portal site (<https://portal.uea.ac.uk/>) and log in
- Click on the Blackboard tab
- Then find the Equality & Diversity Committee Blackboard site listed under My Organisations and look at the Meeting Papers folder for the relevant meeting.

The open items can be found online at the Committee Office website at (<https://portal.uea.ac.uk/committee-office/uea-committees-and-boards/equality-and-diversity-committee/equality-and-diversity-committee-2016-2017>)

2. STATEMENTS BY THE CHAIR

3. THE COUNCIL

To report
that Council received the Annual Equality and Diversity Committee report dated June 2016.

3. MINUTES

To confirm
the minutes of the meeting held on 10 May 2016 (attached).

EDC16A001

SECTION A: ITEMS FOR DISCUSSION AND ACTION

A1. EQUALITY AND DIVERSITY MEMBERSHIP AND TERMS OF REFERENCE

To receive
the Membership and Terms of Reference for the Equality and Diversity Committee. **EDC16D001 (Divider A)**

A2. KEY EQUALITY POLICIES

To consider
the policies. **EDC16D002 a, to j (Divider B)** (Ms Santha Forder (HRD))
and k (Ms Helen Murdoch (HRD))
These are:
002a Disability in Employment
002b Briefing Note 1; Disclosing a Disability
002c Briefing Note 2: Reasonable Adjustments Under the Equality Act
002d Briefing Note 3: Different Types of Disability Discrimination
002e Briefing Note 4: Access to Work
002f Briefing Note 5: Transgender
002g Briefing Note 6: Glossary of Transgender Terms
002h Guidance for Staff who are Transitioning

002i Dignity and Respect – Update on Policy Review

A3. ATHENA SWAN - CHANGES TO THE CENTRAL STEERING GROUP

To consider
the report **EDC16D003 (Divider C)**

A4. STONEWALL INDEX FIRST INSTITUTIONAL SUBMISSION

To consider
the document at **EDC16D004 (Divider D)** (Ms Helen Murdoch (HRD))

A5. ATHENA SWAN – PROGRESS REPORT

To consider
the report **EDC16D005 (Divider E)**

SECTION B:

ITEMS WHICH CONTAIN RECOMMENDATIONS BUT WHERE NO DEBATE IS ANTICIPATED

Items in Section B contain routine recommendations which will be deemed to have been approved at the meeting unless members of the Committee ask for them to be discussed. Any member of the Committee may ask for an item from Section B to be

EDC16A001

moved to Section A by contacting the Secretary before 12pm on Thursday 27 October 2016.

Please look under 1. Business of the Agenda for details of how to view these documents.

No items have been received

SECTION C: ITEMS FOR REPORT

Items in Section C are for information only. Any member of the Committee may ask for an item from Section C to be moved to Section A by contacting the Secretary before 12pm on Thursday 27 October 2016.

Please look under 1. Business of the Agenda for details of how to view these documents.

C1. DATES OF MEETINGS IN 2016/2017

To report

that the future dates of the Equality and Diversity Committee have been set as:

Tuesday 28 February 2017 – 2pm

Tuesday 9 May 2017 – 2pm

C2. RESERVED AREAS OF BUSINESS AND CONFIDENTIALITY

To receive

the reserved areas of business and confidentiality **EDC16D006**
(Divider F)

SECTION D: CONFIDENTIAL AND RESERVED

Please look under 1. Business of the Agenda for details of how to view these documents.

No items have been received