

EQUALITY AND DIVERSITY COMMITTEE



Minutes of the meeting held on 10 May 2016

Present: Pro Vice Chancellor (Academic) (Professor Neil Ward) (in the Chair), Dean of Faculty of Social Sciences (Professor Jacqueline Collier), Dean of Faculty of Science (Professor Philip Gilmartin), Acting Dean of Students (Ms J. Amos), Director of Human Resources (Ms Cecile Piper), Director of Information Services (Mr Jonathan Colam-French), Head of Staff and Educational Development (Ms Amanda Giles), Human Resources Manager (Mrs Santha Forder), Head of Corporate Communications (Mr Andrew Stronach), Trade Union Representative (Dr Susan Sayce), Student Union Representative (Ms Jo Swo), Student Union Representative (Mr Josh Clare)

With: Head of Equality and Diversity (Ms Helen Murdoch), Equality and Diversity Project Officer (Mr Matthew Gooch)

Observer: Faculty of Science Athena SWAN Project Co-ordinator (Mrs Katie Large)

Apologies: Dean of Faculty of Medicine and Health Sciences (Professor Dylan Edwards), Dean of Faculty of Arts and Humanities (Professor Yvonne Tasker), Senior Faculty Manager of Faculty Medicine and Health Sciences (Mr Mark Hitchcock), Senior Faculty Manager of Faculty of Arts and Humanities (Mr John Tully), Director of Estates (Mr Roger Bond), Assistant Head of Outreach (Dr Louise Bohn)

21. STATEMENTS BY THE CHAIR

The recent report from the University and College Union (UCU) on pay inequality shows that UEA's track record for combined gender pay gap ranking was among the best. The UCU report placed us 82nd out of 87 nationally with the lower the placing in this ranking the better, making us in joint third place with Edinburgh Napier University (**NW**).

22. MINUTES

Confirmed

the minutes of the meeting held on 1 March 2016.

Agreed

All actions from the meeting on 1 March 2016 completed except:

Ensure Campus Users are consulted when Access Audits are completed by the external consultants Andrew Lord Associates.

ACTION: HM

Ensure examinations from 2017 are scheduled in the mornings where possible to address the issue of Ramadan falling during the examinations period. Jean Whiting to be made aware when compiling the schedules

ACTION: HM

23. ATHENA SWAN PROGRESS AND FORTHCOMING CHANGES

Considered

the report. (A copy is filed in the Minute Book, ref. EDC15D013)

(The current position and forecast on Athena SWAN was presented particularly highlighting that the University had been successful with its Bronze Renewal submission made in the November 2015 round. In addition, a report from the UEA Athena SWAN Central Steering Group was made along with the current workload around data production which is increasing and is now beyond the current capacity of the central office. Katie Large was introduced as the new Faculty of Science Athena SWAN Project Co-ordinator who would be observing this meeting as part of her induction **(MG)**.)

The Aurora Leadership Programme which is viewed positively within Athena SWAN submissions is currently funded via schools, but could this be considered as part of the CSED funding **(JC)?**

CSED currently does not fund places on Aurora and has no immediate plans to introduce this within the CSED programme, but there was no objections to schools funding places for their staff **(AG)**.

Discussions took place around the suitability of Aurora and Leadership Courses more generally including the current in-house provision.)

Agreed

A working group consisting of **NW, JC, AG, HM** to meet to review how to action Aurora at University level. **ACTION: HM**

A breakdown by gender and ethnicity of the University Leadership Course to be provided to the working group and at the next meeting. **ACTION: AG**

24. EQUALITY AND DIVERSITY STRATEGY

Considered

the report. (A copy is filed in the Minute Book, ref. EDC15D014)

(The Equality and Diversity Working Group had continued to revise the paper which was presented at the last meeting particularly to make the links to the Corporate Plan and Vision more visible. The priorities are shown in order and whilst it was clear that gender in the form of Athena

SWAN remains critical it does dominant the current resource in the central office but also detracts from the other protected characteristics. This poses a risk to the university in an already challenging environment moving forward. The paper recommends that a review of the current membership of this group is conducted in order to make it more inclusive but also that additional central resource is required beyond the current 2 person team to meet the identified priorities, given that the current workload on data production for Athena SWAN purposes is now beyond the current capacity within the central team. There is also a need to consider the current faculty resource in MED and SCI to see if this is the best use for this resource given the other priorities identified in this report **(JC)**.

Given that SCI has only just appointed a resource to support the faculty in Athena SWAN, will this not reduce the workload in the central office as a result **(PG)**.

The faculty appointments in MED and SCI do not take the workload off the central resource as these roles are covering work which is not within the remit of the central office. Whilst there is a need for faculty specific support, it needs to be stressed that there is a distinction between the remit of faculty appointments and the central office **(CP)**.

It was felt that students did not appear sufficiently visible in the report. The recommendation is also asking for 1 new post in the central team, which given the priorities and drivers seems unlikely to achieve the objectives of the paper. There is a need to see a bigger plan with stronger recommendations on resource **(NW)**.

One new post will not make a difference to the work required given the key drivers indicated **(CP)**.

The working group have clearly identified that there does need to be a focus on the other protected characteristics, particularly race and ethnicity **(SF)**.

Given that the ECU has launched its Race Equality Charter, this would require considerable work based on the pilot, but the University would need to make a decision now around resource even if it wished to make a submission in 3 years' time which was a realistic timescale for submission given the low success rate in the pilot. This University could be left behind its competitors if it did not engage with this Charter **(MG)**.

Agreed

Equality and Diversity Committee to review its membership and for proposed new terms of reference to be agreed at the next meeting.

ACTION: HM

The Equality and Diversity Strategy to be developed to ensure that students are explicitly included; a clear distinction between the faculty roles and central office in terms of roles and responsibilities; a realistic

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recommendation for resource and how this will cover the priorities shown; the difference between a Bronze and Silver Award with Athena SWAN and how would impact be measured. The paper is then to be presented to ET Plus for consideration. **ACTION: HM**

25. CHANGES TO DISABLED STUDENTS ALLOWANCE

Considered

the report. (A copy is filed in the Minute Book, ref. EDC15D015)

This paper was withdrawn.

Agreed

a revised version would be circulated to all committee members via email for comment **(JA)**.

19. REPORT TO COUNCIL

Considered

the report. (A copy is filed in the Minute Book, ref. EDC15D016)

(The next meeting of UEA Council is scheduled for 9 June 2016 and subject to this committee's approval the report will be on the agenda **(HM)**).

The report appears too positive given the discussion around resource and the areas of work not being covered. This report should be more balanced in its approach **(JCF)**.

It has to be considered the target audience where this report is going and whilst it comes across positively, it is factual and correct about the work which has been achieved during the last year **(CP)**.

Slight revision to the phrasing of the Stonewall Representative is required **(JCF)**.

A paragraph needs to be added to the section "Equality Strategy Working Group" to outline the current pressures, future work and progress for the central office **(NW)**.)

Agreed

Amendments to be made to the Council Report and then formally submitted on behalf of this committee **ACTION: HM**

26. **ANNUAL STATISTICS – STAFF AND STUDENT PROFILES UPDATE**

Considered

the reports. (Copies are filed in the Minute Book, ref. EDC15D017 and EDC15D018).

(The revised version of the Staff Annual Statistics with amended graph was presented along with the Student Annual Statistics presented at this meeting for the first time. Both were formally approved subject to a slight amendment on the graph representing the Executive Team.)

27. **DATES OF MEETINGS IN 2016/2017**

Reported

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

Monday 31 October 2016	9.30am
Tuesday 28 February 2017	9.30am
Tuesday 9 May 2017	2.00pm