

EQUALITY AND DIVERSITY COMMITTEE



There will be a meeting of the Equality and Diversity Committee at 9.30am on Monday 30 October 2017, in Lawrence Stenhouse Building, Room 01.21.

Refreshments will be available from 9.20am

Equality and Diversity Office
23 October 2017

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 26 October 2017. 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-2017-2018>)

2. STATEMENTS BY THE CHAIR

3. THE COUNCIL

To report
that Council received the Annual Equality and Diversity Committee report dated June 2017.

3. MINUTES

To confirm
the minutes of the meeting held on 9 May 2017 (attached).

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. **EDC17D001 (Divider A)**

A2. ATHENA SWAN – PROGRESS REPORT

To consider
the report **EDC17D002 (Divider B)**

A3. STONEWALL INDEX INSTITUTIONAL SUBMISSION

To consider
the document at **EDC17D003 (Divider C)** (Ms Helen Murdoch (HRD))

A4. DIGNITY AND RESPECT POLICY

To consider
the document at **EDC17D004 (Divider D)** (Ms Santha Forder (HRD))

A5. GUIDANCE FOR TRANS STUDENTS

To consider
the document at **EDC17D005 (Divider E)** (Ms Helen Murdoch (HRD))

A6. EQUALITY POLICIES

To consider
the documents at **EDC17D006 (Divider F)** (Ms Santha Forder (HRD))

- a. UEA Code of Practice for Staff – Religion or Belief
 - b. Briefing Note 17 - Disclosing Your Religion or Belief
 - c. Briefing Note 18 - Different Types of Discrimination Related to Religion or Belief
 - d. Briefing Note 19 - How to deal with religious or perceived religious hate incidents and crime
 - e. UEA Code of Practice for Staff – Sex Equality
 - f. Briefing Note 21 - Disclosing your Gender
 - g. Briefing Note 22 - Different Types of Sex Discrimination
 - h. UEA Code of Practice for Staff – Marriage and Civil Partnership
 - i. Briefing Note 24 - Disclosing your Marital or Civil Partnership Status
 - j. Briefing Note 25 - Different Types of Marriage and Civil Partnership Discrimination
 - k. Briefing Note 23 - How to deal with transgender hate incidents and crime
 - l. UEA Code of Practice for Staff – Pregnancy and Maternity
 - m. UEA Code of Practice – Equal Pay and Gender Pay Gap
 - n. UEA Equality & Diversity Code of Practice for Staff
-

EDC17A001

SECTION B:

ITEMS WHICH CONTAIN RECOMMENDATIONS BUT WHERE NO DEBATE IS ANTICIPATED

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

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

C1. DATES OF MEETINGS IN 2017/2018

To report

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

Tuesday 27 February 2018 – 2pm – Lawrence Stenhouse Building
01.21

Tuesday 29 May 2018 – 2pm – Thomas Paine Study Centre - 0.1

C2. RESERVED AREAS OF BUSINESS AND CONFIDENTIALITY

To receive

the reserved areas of business and confidentiality **EDC17D007**

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