

## EQUALITY AND DIVERSITY COMMITTEE



There will be a meeting of the Equality and Diversity Committee at 9.30am on Tuesday 27 February 2018, in the Lawrence Stenhouse Building, Room 01.21

*Refreshments will be available outside the room from 9.15am.*

Equality and Diversity Office  
20 February 2018

---

### 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 Friday 23 February 2018. 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. MINUTES

To confirm  
the minutes of the meeting held on 30 October 2017 (**PAGE 1**)

---

**SECTION A: ITEMS FOR DISCUSSION AND ACTION**

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

A1 STAFF COUNSELLING EXECUTIVE SUMMARY and STAFF COUNSELLING REPORT

To consider

the report presented by Mr Eamonn O'Mahoney, Staff Counsellor.  
EDC17D007 **(PAGE 7)**

A2. CHANGING THE CULTURE – UPDATE REPORT

To consider

the verbal report from Mr David Thurkettle, Student Services Manager

\*A3. GENDER PAY GAP REPORT

To consider

the confidential report presented by Ms Jenny Summers, HR Manager.  
EDC17D008 **(PAGE 23)**

\*A4. EQUAL PAY REVIEW

To consider

the confidential report presented by Ms Jenny Summers, HR Manager.  
EDC17D009 **(PAGE 27)**

A5. ATHENA SWAN PROGRESS REPORT

To consider

the report presented by Ms Helen Murdoch, Head of Equality and Diversity. EDC17D010 **(PAGE 43)**

A6. EQUALITY POLICIES

To consider

the documents presented by Mrs Santha Forder, HR Manager:

**Briefing Note 26** – Guidance for Staff who believe they are being Subjected to Inappropriate Behaviour (EDC17D011a)

**Briefing Note 27** – Guidance for Staff who Believe they have Witnessed Inappropriate Behaviour (EDC17D011b)

**Briefing Note 28** – Guidance for Staff who have had a Complaint of Inappropriate Behaviour Made Against Them (EDC17D011c)

**Briefing Note 29** – Guidance for Managers on How to Deal with a Complaint of Inappropriate Behaviour (EDC17D011d)

EDC17D011 a – d **(PAGE 49)**

## **EDC17A002**

### **A7. STONEWALL/LGBT+ HISTORY MONTH UPDATE**

To consider

the report presented by Ms Helen Murdoch, Head of Equality and Diversity. EDC17D012 (**PAGE 73**)

---

## **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.*

### **B1. TECHNICIAN'S COMMITMENT**

To consider

a verbal report by Prof Sarah Barrow on the Technician's Commitment

---

## **SECTION C: ITEMS FOR REPORT**

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

### **C1. DATE OF NEXT MEETING**

To report

that the next meeting of the Equality and Diversity Committee meeting will be held on Tuesday 29 May 2018 at 2pm in the Thomas Paine Study Centre, Room 0.1.

---

## **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***