

EQUALITY AND DIVERSITY COMMITTEE



Minutes of the meeting held on 6 November 2009

Present: The Academic Register (Mr R. Evans), Dean of Students (Dr A. Grant) (in the Chair), Director of Human Resources (Mrs C. Piper), Director of Estates and Buildings (Mr R. Bond), Head of Marketing and Admissions Services (Mrs S. Gook), Head of Staff and Educational Development (Mr P Levy), Disability Liaison Officer (Ms J. Abson), Faculty representatives (Ms H Lewis) Director of Faculty Administration attending for the Dean of Faculty of Health, Mr M McGarvie Director of Faculty Administration attending for the Dean of Faculty of Science), (Ms H Fisher) Director of Faculty Administration attending for the Dean of Faculty of Humanities, Trade Union Representative (Ms A. Lucchesi) and the Welfare Officer of the Union of UEA Students (Mr T. Sutton)* except for business marked *.

With: Equality and Diversity Manager (Ms H. Murdoch)

Apologies: The Pro-Vice-Chancellor, ACAD (Professor T. Ward), Professor J. Cook, Faculty of Arts and Humanities, Professor N. Ward, Dean of Faculty of Social Sciences Director of Information Services (Mr J. Colam-French), Independent Member of Council (Ms L. McGillivray) and the Equal Opportunities Officer of the Union of UEA Students (Mr U. Onyka), and the Human Resources Manager (Mrs S. Forder).

1. MINUTES

Confirmed

the minutes of the meeting held on 23 April 2009.

2. MATTERS ARISING FROM THE MINUTES

Minute 13 (3): Equality Impact Assessment – Progress and Next Steps

It was noted that mapping had not yet been completed and would be proactively pursued before year end.

EDC09M001

EDC-M2
06.11.2009
Min. 2

Minute 15 (1): Students Counselling Annual Report Presentation

It was noted that, as the Counselling reports would be received next in April 2010 this minute would be reported on at that meeting.

Minute 16 (3): Student and Staff Statistics (3)

It was reported that consultation work is being planned for early 2010 and this item would be followed up as part of that and reported at the next meeting.

Minute 21 (3): Action Point 7 of SES

It was noted that Action Point 7 had now been dropped from the Action Plan, but that a project looking at the impact of font usage in Maths would be undertaken in conjunction with the School of Mathematics.

Minutes (4) and (5):

It was reported that these actions have been followed through and that the SES would be presented for approval to Council on 23 November 2009.

3. STATEMENTS BY THE CHAIR

The Chair welcomed new members to the meeting.

4. IMPACT ASSESSMENTS AND POPULATION TRENDS

Received

a presentation to the Committee by Jo Richardson, Equality and Diversity Manager, Norfolk County Council followed by questions.

(The committee welcomed this presentation which provided a helpful perspective on approaches adopted by Norfolk County Council).

5. EQUALITY IMPACT ASSESSMENT 2009-2010

Considered

the progress to date on Equality Impact Assessment for the year 2009. (A copy is filed in the Minute Book, ref. EDC09D001)

(Following discussion it was agreed in relation to Section 2.2 New Policies that a list of Key Committees be identified as main sources of new policies and circulated to members for comment.

Action: HM)

6. MENTAL HEALTH FIRST AID PROGRAMME

Considered

Mental Health First Aid Programme information circulated by Dr Annie Grant, Dean of Students (A copy is filed in the Minute Book, ref. EDC09D008)

(In discussion members agreed the programme is a valuable addition to UEA Equalities training but felt two solid days is not necessarily accessible to many staff who may have teaching commitments or different work patterns. It was agreed that examination of different delivery would take place once the current programme is more fully established.)

Action: AG/BD

7. EQUAL PAY REVIEW

Received

a report summarising key points from the Equal Pay Review from Human Resources. (A copy is filed in the Minute Book, ref. EDC09D002)

(It was acknowledged that UEA has made great strides forward on equal pay in sustained efforts over a period of time, but that work on two groups remains to be done. Occupational segregation contributes heavily to the pay gap in one area and starting salaries to the other. Greater adherence to existing policy would assist with reducing the latter.)

8. GENDER PROJECT

Considered

a report of a proposed project aiming to explore issues around gender and career progression. (A copy is filed in the Minute Book, ref. EDC09D003)

RESOLVED

that account should be taken of lower paid groups of staff and instead of a traditional, hierarchical approach the project Steering Group should re-consider the phasing of the project

Action: HM/PL

(It was noted that the project would be likely to raise expectations around the University and so outcomes should be both realistic and transparent and be seen to lead to action. It was confirmed that this was the spirit and intent behind objectives 5 (ii) and 5 (iii).)

9. STONEWALL

Considered

a paper proposing University membership of Stonewall. (A copy is filed in the Minute Book, ref. ECD09D004)

(During discussion members noted:

1. Membership in itself could appear a passive measure and needed to be used actively to achieve goals. It was clearly stated that an active membership was in the spirit of the proposal and that the Workplace Equality Index would prove a useful tool for guiding future action.
2. The LGB community on campus is largely invisible and this measure will send a message of support and inclusion to staff, students and other stakeholders.
3. That this is one of a number of measures designed to promote an actively supportive environment, other measures being the creation of a staff network, an online discussion space, links with UEA Pride, the appointment by the Union of UEA Students of an LGB convenor and Equal Opportunities Officer and a web page with specific links to support networks.

RESOLVED

that the University will become a member of Stonewall.

Action: HM

10. RELIGION AND BELIEF – PROPOSAL FOR GUIDELINES

Considered

a paper looking at issues for institutional consideration around religion and belief. (A copy is filed in the Minute Book, ref. EDC09D005)

(During discussion members noted:

1. Guidance would be welcome on a range of issues covering religion and belief. As well as issues around examinations and timetabling there have been instances of aggressive proselytising which could also be addressed through this work.
2. That there is an Islamic prayer facility on campus rather than a mosque. Corrected paper to be put on file.

Action: HM

11. MEMBERSHIP AND TERMS OF REFERENCE

Received

the membership and terms of reference of the Committee 2009/10. (A copy is filed in the Minute Book, ref. EDC09D006)

12. RESERVED AREAS OF BUSINESS AND CONFIDENTIALITY

Received

the Statements of the University's policies on reserved areas of business and confidentiality. (A copy is filed in the Minute Book, ref. EDC09D007)

13. DATE OF NEXT MEETING

The next meeting will be held on Wednesday 28 April 2010 at 9.30 a.m. in Committee Room 2.