

EQUALITY AND DIVERSITY COMMITTEE



Minutes of the meeting held on 28 February 2011

Present: The Pro-Vice-Chancellor, ACAD (Professor T. Ward) (in the Chair), Deputy Academic Registrar & Secretary (Mr R. Evans), Dean of Students (Dr A. Grant), Director of Human Resources (Mrs C. Piper), Business Development Manager, Estates and Buildings (Mrs L Parrish), Head of Staff and Educational Development (Mr P Levy), Professor D. Peters Corbett, Dean of Faculty of Arts and Humanities, Professor David Richardson, Dean of Faculty of Science, Senior Lecturer (Faculty of Social Sciences) Ms S Connolly, Director of University Services, Faculty of Health (Ms H Lewis), Director of Information Services (Mr J. Colam-French), Head of Marketing and Admissions Services (Mrs S. Gook), Trade Union Representative (Ms A. Lucchesi), Independent Member of Council (Ms L. McGillivray) and the Community & Student Rights officer of the Union of UEA Students (Mr D. Youmans)** except for business marked **.

With: Equality and Diversity Manager (Ms H. Murdoch), Lecturer (PSI) Dr H Savigny

Apologies: Dean of Faculty of Health, Disability Liaison Officer (Ms J. Abson) and Human Resources Manager (Mrs S. Forder).

1. STATEMENTS BY THE CHAIR

There were none.

2. MINUTES

Confirmed

the minutes of the meeting held on 28 April 2010 (noted, meeting of December 2010 was cancelled due to student occupation of meeting room area).

3. DO MALE STUDENTS GET MORE FIRSTS THAN FEMALE STUDENTS?
WAYS TO EXPLORE STUDENT ACHIEVEMENT

Received

a presentation to the Committee by Eva Roberts, Project Officer followed by discussion/questions. (A copy is filed in the Minute Book, ref. EDC10D001)

See :

<https://intranet.uea.ac.uk/committeeoffice/ueacombds/edc/edc1011/280211/divideraedc10d001>

EDC10M001

EDC-M2
28.02.2011
Min. 3

The data enquiry tool presented to the Committee has been piloted in the School of Biology and has proved useful in informing teaching review, course review and module updates. It was agreed that Associate Deans would liaise direct with Eva Roberts and agree wider use of this within Faculties.

Action: Associate Deans

4. TALENT, LEADERSHIP AND CONTRIBUTION PROJECT

Received

a tabled confidential summary of progress to date on the Talent, Leadership and Contribution Project by Sree Ghosh, Survey Officer. (A copy is filed in the Minute Book, ref. EDC10D002).

(The Committee noted that the response rate to the survey was 13% but also that the analysis of information obtained was thorough and robust. Additional comments regarding the slow progress of equality for women at UEA were received from Dr Savigny, invited due to her recent activity in bringing pressure to bear for positive change. It was also noted that Estates staff had not responded to the survey and that this would be addressed in a separate phase of the project along with focus groups and interviews underpinning the survey work already carried out.

It was noted that work on management of expectations was desirable as well as transparency on steps taken.

Recommendations will form part of the last stage of the project which is likely to complete in the first quarter of 2012. A full report will be presented to the Equality and Diversity Committee, Executive Team and Council.)

5. DDA PROGRAMME OF WORKS

Received

an overview of progress against plan and next steps on improvements for accessibility on the University estate by Peter Bilverstone, Project Administrator.

(The completion of a high number of projects was noted. Also, that the funding position for 2011/12 is not yet clear but money available is likely to be substantially reduced from the current position.)

6. EQUALITY ACT 2010 AND PUBLIC SECTOR EQUALITY DUTY

Received

a summary of key points of the Act. (A copy is filed in the Minute Book, ref. EDC10D003)

(The Committee noted the main instrument in devolving the information had been use of a screencast which had been widely accessed. Also, that the Public Sector Equality Duty would be passed in April 2011 which would prescribe what specific methods would be used to drive forward the broad obligations of the Act. Once details were known, briefings and training sessions would be offered centrally and for Faculties, Schools and Divisions and an update presented to the Committee.)

7. EQUALITY IMPACT ASSESSMENT

Received

a summary of work completed against plan and an outline of changes to EIA in the next stage of the Equality Act 2010. (A copy is filed in the Minute Book, ref. EDC10D004).

(Further action is dependent in part on the requirements of the forthcoming Public Sector Equality Duty in April 2011 but it was noted that the current programme of action should continue in the meantime.)

8. SINGLE EQUALITY SCHEME - ACTIONPLAN

Received

a summary of progress to date against goals on the SES Action Plan and to consider future planning under the next stage of the Equality Act 2010. (A copy is filed in the Minute Book, ref. EDC10D005)

(Further action is dependent in part on the requirements of the forthcoming Public Sector Equality Duty in April 2011 but it was noted that the current programme of action should continue in the meantime.)

9. REMOVAL OF THE DEFAULT RETIREMENT AGE

Received

an overview of the removal of the Default Retirement Age. (A copy is filed in the Minute Book, ref. EDC10D006)

(It was agreed that the knowledge was needed widely across the University at various levels of staff.)

Action: HM

10. MEMBERSHIP AND TERMS OF REFERENCE

Received

the membership and terms of reference of the Committee 2010/11. (A copy is filed in the Minute Book, ref. EDC10D007)

EDC10M001

EDC-M4
28.02.2011
Min. 11

11. 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. EDC10D008)