



Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 5 June 2019
Principal's Meeting Room, Level 4, Gilbert Scott Building

- Present:** Principal Anton Muscatelli (Convener), Prof Anne Anderson, Dr David Duncan, Mrs Elise Gallagher (vice Mrs Christine Barr), Mrs Emma Gilmartin, Prof Neal Juster, Mr Scott Kirby (vice Ms Fatemeh Nokhbatolfoghahai), Miss Lauren McDougall, Dr Sylvia Morgan, Dr Robert Partridge, Prof Roibeard O Maolalaigh, Miss Rachel Sandison, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor
- Apologies:** Prof Muffy Calder, Prof Frank Coton, Mrs Bonnie Dean, Prof Jill Morrison, Ms Fatemeh Nokhbatolfoghahai
- Attending:** Mrs Janell Kelly (clerk), Dr Mark Mortimer

1 Welcome, apologies and introductions

The Convener welcomed members and noted the apologies received. The Convener welcomed Dr Mark Mortimer, attending to speak to Agenda Item 3.1. and Mrs Elise Gallagher, Deputy Director of Human Resources, attending in place of Mrs Christine Barr. Members also welcomed Mr Scott Kirby, current SRC Vice President Student Activities, attending in place of Ms Fatemeh Nokhbatolfoghahai and in his capacity as SRC President-elect for the next term.

2 Minutes of the Previous Meeting – EDSC/20190312/Minutes1.0

The minutes were approved as an accurate record.

3 Matters arising from meeting held on 12 March 2019

3.1 – Institutional Code of Practice for REF 2021 – Paper 1

M Mortimer presented the updated version of the University's Code of Practice for REF2021 (Research Excellence Framework 2021). He referred members to updated Sections 1.2 and 1.3 which positions the Code of Practice firmly within the University's equality and diversity framework and outlines changes since the REF2014 exercise.

M Mortimer reminded members REF2021 will look at the quality of a discipline (Units of Assessment) and will not be, as in REF2014, reliant on individual performance. There is an expectation that UOAs will submit an average number of outputs subject to 2.5 times the number of FTEs submitted. As such, each individual is expected to provide between one and five outputs.

He then referred members to Part 5 which sets out the process where individuals can voluntarily declare any personal circumstances which may have affected their ability to contribute at least one output as part of their Unit of Assessment's output pool.

M Mortimer confirmed staff will use a secure webform to provide information on these circumstances, which will then be reviewed by a specially convened group. This group will evaluate and communicate any proposed reduction to the REF Unit of Assessment (UOA) Champions. The UOA themselves will then decide whether to apply for a Unit reduction in outputs from the average of 2.5 per FTEs.

Members approved the Code of Practice, welcoming the clear separation of the REF2021 process from the University's annual Performance Development Review process.

M Mortimer confirmed this version will be reviewed by Senate on 6 June 2019, prior to submission for approval to the Scottish Funding Council (SFC) on 7 June 2019.

3.2 – Action Sheet from previous meeting – Paper 2

The Convener noted most actions from the previous meeting were marked as complete. Updates for other Actions, where not provided as part of Paper 2 were provided as follows:

Action 3 – Recruitment - BAME Application Success Rates

M Taylor advised this action was still 'in progress' as the new Recruitment Process is still to be fully rolled out.

ACTION: M Taylor

Action 4 – Slavery, Abolition and the University of Glasgow

R Sandison advised the wording of the Memorandum of Understanding with the University of the West Indies (UWI) had been agreed. M Taylor confirmed 30 scholarships for UK BAME undergraduates of African/African-Caribbean descent were now in place.

Action 5 – Generation Identity (GI)

L McDougall advised there had been no further GI related incidents on campus, adding there was no suggestion University students had been involved in any of the activities, however, students and staff had been targets. She suggested a watching brief be kept as GI have an active Glasgow-based Twitter feed.

Action 7 – Equality Champions Update

M Taylor noted the Refugee Champion was now Rachel Sandison, who would be updated accordingly.

3.3 – New Equality Champions 2019-20 – Paper 3

The Convener advised, following a number of other HEI's decision to appoint one single VP with a remit for Equality, Diversity and Inclusion, the Senior Management Group (SMG) had discussed the University's current Equality and Diversity governance model. He confirmed SMG had decided the current model should continue, as this allowed for a spread of workload and a degree of 'specialisation' for the Champions.

Following the retirement of previous Champions, a number of new Equality Champions had been named. Full details were shown in Paper 3 and members also noted:

- Change of title to Refugee *and Asylum Seeker* Champion
- Re-naming of the Gender and Sexual Diversity Equality Group to the LGBT+ Equality Group.

4 Support for Student Services at the University of Glasgow – Dr Andrew West Report – Paper 4

R Partridge delivered a presentation to accompany and in response to Paper 4. He advised members of the intention to reorganise/redesign the current Student Support and Wellbeing model, noting it was essential to get this right for both the student population and the University.

He highlighted the need to implement effectiveness measures within Student Services, as well as a programme of staff development/training to ensure services are better able to manage

increased demand and resourcing challenges. He also noted the current student crisis management system was highly dependent on a very small number of individuals.

R Partridge advised the immediate priorities were:

- Dedicated leadership capacity and a more integrated and collegial approach
- Programme of management and staff development
- Upgrading of the Fraser Building and co-location of key student services and the development of the related service-based model and culture.

Members welcomed the ‘whole institution’ approach and agreed embedding further training and support within Schools would also help alleviate pressure on the main support services. It was also noted that making all services more inclusive will benefit all students, not just those with specific needs. M Taylor advised R Partridge had presented at the last Disability Equality Group where the proposals had been well received.

Members noted the Learning and Teaching Committee and Student Experience Committee will have the main oversight of the service review and acknowledged EDSC would also be expected to ensure equality of access to support. The Convener requested EDSC receive a progress report at the last EDSC meeting of the 2019-20 session.

ACTION: R Partridge

5 LGBT Chaplain Proposal and related issues – Paper 5

5.1 – LGBT Chaplain Proposal

R O Maolalaigh presented Paper 5. Members noted the proposal to create a new Honorary Chaplain role to provide unbiased, interfaith spiritual support for LGBT+ students had initially been presented at the LGBT+ Equality Group by the University Chaplain, Rev Stuart MacQuarrie.

Members noted the overwhelming support from both staff and student LGBT+ Equality Group representatives, many of whom had articulated their personal difficult experiences when trying to reconcile their own faith and sexuality.

Members welcomed the initiative proposal, highlighting the need to ensure any proposed candidate held relevant links across the faith communities and to ensure support for those from a non-Christian background. R Partridge agreed to take this forward with Rev MacQuarrie.

ACTION: R Partridge

5.2 – Glasgow Guardian’s article on Courage International and Honorary Roman Catholic Chaplain

R O Maolalaigh articulated the concerns raised by the SRC, GULGBTQ+ student society and staff LGBT+ Network following the Glasgow Guardian’s article relating to the Honorary Catholic Chaplain’s role within Courage International; an institution which strongly encourages chastity for those “who experience same-sex attractions”. He stated the University’s response statement within the article which did little to support the University’s LGBT+ community.

D Duncan confirmed the quote had been provided by his office, noting the response was given to a very specific question posed by the Glasgow Guardian. He conceded a fuller response could have been provided.

Members noted the Honorary Roman Catholic Chaplain role, currently Father Ross Campbell, is effectively fulfilled by the local parish priest, appointed by the Archdiocese of Glasgow, because their diocese and residences, Turnbull Hall, sits within the University’s main campus.

Members discussed the need to reinforce the University's support for its LGBT+ community. R O Maolalaigh suggested the appointment of the LGBT Chaplain would go some way to mitigate the concerns raised and welcomed the suggestion to review of the Honorary Chaplains role description to include mention of the requirement to uphold the University's equality values and to ensure a commitment to support all students.

ACTION: R Partridge

6 Respect Advisers Report/Online reporting – Paper 6

Members reviewed Paper 6 which outlined the current resources available to deal with student and staff reports of bullying and harassment, the case work reported during 2018-2019, and the introduction of both the online reporting system for students.

Members discussed the marked increase in reports from students, however this was cautiously welcomed as this may signify students feel more empowered and confident in reporting such instances. It was also noted the multiple reporting systems and metrics could result in double counting of reports.

L McDougall suggested it was time to review the current online reporting system to ensure it allows for better data analysis. D Duncan stated the online system was intended to provide access to support for affected students, rather than to collect data. L McDougall contested that there was no conflict with providing support and collecting data, as effective data could then be used to design more effective support processes.

D Duncan reminded members the system had only been in place for 7 months and suggested it would be prudent to allow for a full year before considering any changes.

M Taylor expressed the view the online reporting and support system should be extended to staff, noting though the current system allows naming of individuals whilst 'reporters' remain anonymous. E Gallagher advised her previous experience in 'safeguarding' had shown it is possible to sensitively deal with anonymous naming of individuals but agreed the current online system was not suitable to extend to staff at this time.

The Convener asked that HR Committee discuss this at a future meeting and for EDSC to be updated on the outcome of those discussions.

ACTION: EDU/ E Gallagher

7 Staff Items

7.1 – Staff Survey 2018 – Verbatim analysis and progress

Members received M Taylor's presentation on the detailed analysis, provided by Planning and Business Intelligence, on the verbatim response to the staff survey. The analysis focussed on Wellbeing and Worklife Balance, as well as the sub-theme of Equality, Diversity and Fairness.

Members noted:

- University average scores were low across the seven Wellbeing and Worklife Balance questions.
- 2396 free comments were submitted: 24 relating to Bullying, Harassment and Unreasonable Behaviour; 133 under the Equality and Fair Treatment theme and another 15 classed under Respect.
- 89% of 133 Equality and Fair Treatment comments were negative.

M Taylor provided members with an overview of actions already completed, ongoing and in planning to address the results. These include:

- Development of a Carers Policy
- Development of a new fully revised Flexible Working Policy and related resources
- Focus Groups with Disabled Staff
- Two new disability related online training courses launched
- Extension of Big White Wall - online mental health support to staff
- Building on the success of the previous Full Stop campaign with a follow up/new campaign about bullying, harassment and dignity.

The Convener and members welcomed the direct actions being taken as a result of the Staff Survey Results.

8 Student Items

L McDougall confirmed all current student items had already been discussed at the various Equality Groups.

9 Equality Champions Updates

9.1 Gender Equality Steering Group

A Anderson confirmed she had been asked to undertake a review for the SFC on their Gender Action Plan and GESG would receive an update on this in due course. She noted external agencies were very interested in the University's work on Gender Based Violence.

A Anderson noted GESG reviewed data which appeared to highlight the recruitment process and remuneration packages for male external Professors may affect University Gender Pay Gap.

9.2 LGBT+ Equality Group

R O Maolalaigh reported the Group's recent discussions:

- Work is ongoing with Information Services to try to resolve issues for Transgender students in relation to how their names appear across various University systems such as Moodle and MyCampus.
- For the first time since 2011, the University will be submitting an application to the Stonewall Workplace Equality index in September. Feedback from this will direct future work in this area.
- Staff and student groups will march as a group in MardiGlas on 20 July. Members are invited to attend to show support.

9.3 Disability Equality Group

M Taylor reported on behalf of F Coton:

- Following a Guardian news article about the low number of Disabled Student Allowance (DSA) claims by students at the University, the group considered a report by Planning and Business Intelligence. DEG members noted the numbers were indeed lower than other University however there are several reasons affecting this. One specific one being the University directly funds small grants which would otherwise go forward for DSA funding. This frees up Advisers time and students gain access to their support provision much quicker.
- Students had reported difficulties in contacting the Disability Service.
- The SRC proposed the establishment of a 'Quiet Hour' at events such as Open Days, Applicants' Visitors Days and Careers Days. Their intention to pilot this at the upcoming Freshers' Week in September.

9.4 Disability Equality Group

M Taylor reported on behalf of B Dean:

- A group of academics had established the Decolonise Glasgow network.
- A successful Ferguson Bequest funding bid means there is support for a wide programme of events for October's Black History Month.
- The SRC led a series of focus groups with BAME students.

9.5 Age Equality

M Taylor reported campaigners are seeking a judicial review into how the UK Government increased the state pension age for women. She confirmed the University would keep an eye on developments.

9.6 Mental Health Group

D Duncan reported the Group had received a 'Trauma Informed' presentation from the NHS.

9.7 Religion and Belief Update

N Juster confirmed Rev Stuart MacQuarrie's intention to retire at the end of the year. As a result, the University would be recruiting a new University Chaplain in due course.

10 Items for Information

10.1 – Equality and Diversity Essentials Training Statistics Update – Paper 7

Members reviewed Paper 7, noting the University's All Staff completion rate remained below the target of 90%, at 79% and this had increased just 2% since last year.

10.2 – QAA Scotland's ELIR Review – Early draft of Outcome Report – Paper 8

Members welcomed the report's statement on the University's 'Approach to promotion equality and diversity' which recognises the pro-active and collaborative approach between the Students' Representative Council, the Equality and Diversity Unit and the various Equality Groups and Champions.

11 Any Other Business

11.1 – Vote of Thanks

Members echoed the Convener's thanks to L McDougall for her many years of championing and promoting equality during her studies at the University through her previous roles as student representative on both Disability and LGBT+ Equality groups, last year's SRC Vice President Student Support and as this year's SRC President.

L McDougall expressed her belief that the University genuinely understands the importance of inclusion and the student experience and thanked members for their commitment to this.

The Convener and members also thanked A Anderson for her determined work as the Gender Equality Champion and wished her well for her retirement from the University.

12 Date of Next Meeting

The Convener closed the meeting, noting meetings dates for the next academic year would be communicated during the summer.