Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 25 November 2014
Principal's Meeting Room, Gilbert Scott Building at 12:30pm

Present: Principal Anton Muscatelli (Convener), Prof Anne Anderson, Mr Iain Banks (vice Mrs Margaret-Ann McParland), Prof. John Briggs, Prof. James Conroy, Prof. Neal Juster, Mr Liam King, Mrs Christine Lowther, Miss Breffni O’Connor, Ms Mhairi Taylor

Apologies: Mrs Christine Barr, Prof. Frank Coton, Mrs Margaret-Ann McParland, Mr David Newall, Miss Rachel Sandison, Dr Helen Stoddart

Attending: Mrs Janell Kelly (clerk)

1 Welcome and Apologies

The Convener welcomed members to the meeting, noting the apologies received and acknowledged Mr Iain Banks was in attendance for Mrs Margaret-Ann McParland.

2 Minutes of the Previous Meeting – EDSC/20140522/Minutes1.0

The minutes were approved as an accurate record.

3 Matters arising from meeting held on 22 May 2014 – Paper 1

Action Point 2 – Student Equality Monitoring Information
The Convener noted Planning and Business Intelligence were still to update the Ethnicity statistics within BiOnline.

ACTION: P&BI

Action Point 4 – Volunteer Harassment Advisers Network
B O’Connor agreed to provide contact details for the SRC’s new Postgraduate Development Officer, who would be able to assist with publicising the network to the Postgraduate community.

ACTION: SRC

Members noted the update relating to the awareness raising campaign. M Taylor advised the campaign would have a different focus for staff and students.

B O’Connor advised the SRC had been working with the EDU on this as part of their wider ‘consent’ campaign, which has endorsement from all the student bodies. L King noted the original campaign materials had been distributed within Freshers’ Packs in September and the newly produced badges and coasters would be made available and prominently displayed within the student unions.
Members noted the SRC were investigating the provision of ‘consent workshops’ however the University was not currently considering making attendance at these compulsory for students, as is the case at Oxford and Cambridge Universities.

C Lowther noted this was a focus for discussions within Student Services and advised it one of the topics discussed at their 1 day conference in February 2015. C Lowther agreed to provide the SRC with details of the event.

**ACTION: C Lowther**

Members noted the University and the SRC were keeping a watching brief on possible attempts to establish a chapter of the American fraternity Delta Kappa Epsilon on campus.

The Convener noted remaining action points from the previous meeting been completed.

### 4 Review of EDSC Remit and Membership – Paper 2

Members noted the changes highlighted in the Membership section and that the Corresponding Members would change again in January 2015 due changes in two Heads of College positions. Members agreed the need to identify a deputy for the current Joint Committee of Consultation and Negotiation (JCCN) representative. M Taylor agreed to discuss this further with Richard Claughton, HR Deputy Director.

**ACTION: EDU**

M Taylor highlighted the current EDSC reporting lines and suggested adding the Student Support and Development Committee (SSDC) as a second student related reporting route.

Members welcomed this but stressed the need to ensure it was made clear which aspects would be referred to the two student related committees.

**ACTION: EDU**

### 5 2014 Staff Survey Results – Equality Results

M Taylor delivered a presentation on the recent equality analysis report on the 2014 Staff Survey results provided by Capita.

She reminded members the high level results from the survey showed 94% staff felt they were satisfied with their own levels of awareness of equality and diversity and over 90% of staff felt the University did well in commitment to and respect for the protected characteristics.

M Taylor reported when responses to the 13 selected ‘benchmarking questions’ and those relating to bullying and harassment were analysed by the respondent’s self-identified protected characteristics there were groups showing significantly negative responses; in particular those staff self-identifying as being disabled, gay and lesbian staff and staff aged between the ages of 46-55.

I Banks suggested this showed staff in general seem to think they and the University are doing well in relation to equality but, for staff within certain protected characteristic groups, this is not the reality. M Taylor concurred.

M Taylor noted the respondent numbers for these groups was small but they were roughly representative of the overall University figures.
The Convener and all members agreed this analysis needed to be followed up on and endorsed further work to try to establish if issues being experienced were as a result of local workplace causes or more wider University issues.

M Taylor advised she would be speaking with the relevant Equality Champions and agreed to circulate the presentation with separate commentary, along with a note of further actions to be undertaken and then update EDSC at the next meeting.

**ACTION: EDU**

### 6.1 - Staff Equality Monitoring Report 2013-14 – Paper 3

M Taylor presented the 3rd annual staff monitoring report. She highlighted the reporting period for this report had changed to reflect the academic year and noted a number of other changes to the report:

- The inclusion of reference tables within the Notes and Definitions section.
- The total staff count for this report is based on headcount and only includes staff with have multiple contracts once.
- Recruitment data looks at overall applicants then successful applicants and excludes direct appointments.

She advised members HESA had changed the reporting categories for Religion of Belief to match the 2011 Census categories. As a result this year’s statistics cannot be compared with the previous two years.

M Taylor drew members’ attention to the Executive Summary, highlighting the positive changes in the monitoring data and where further work may be required. She asked members to comment on the monitoring report.

Members noted Charts 29a and 29b and the accompanying commentary in relation to BME applicants being less likely to be appointed, in particular within the Research and Teaching job family. They requested this aspect be looked at in more detail to establish if there are any explanations for the disparity between the numbers applying and the numbers being appointed.

M Taylor and J Briggs advised this would be one of the areas the Race Equality Group would be looking at.

**ACTION: EDU/J Briggs/REG**

### 6.2 - Staff Equality Monitoring – 2011-14 Trends Analysis – Paper 4

M Taylor presented Paper 4, which compared the three annual Staff Monitoring Reports since 2011, looking at the set criteria within the reports.

She highlighted the following:

- Despite the issues discussed earlier relating to BME job applicants and appointments, the University has seen a steady increase in the percentage of BME staff across all grades and job families.
- The percentage of staff declaring a disability has also increased.
- University Services has an aging workforce, in particular within the Operational job family.

She also noted that whilst there had been an increase in the percentage of women at Level 10, this was still disproportionate to the talent pool available.
C Lowther noted the increase in BME staff may reflect the increased diversity in the student population as many students also have part-time jobs at the University.

Members agreed, once the Case Management section was removed, the Staff Monitoring Report 2013-14 was to be published on the EDU webpages along with the Trends Analysis Report.

**ACTION: EDU**

Members suggested publishing a Campus E-news article to highlight their availability, purpose and thereby the importance of providing diversity information via the HR Core system.

**ACTION: EDU**

### 7 Reporting Requirements for the Public Sector Equality Duty (PSED) – Paper 5

M Taylor presented Paper 5 and asked members to review the proposed methods for meeting the PSED reporting requirements. She noted the Staff Equality Monitoring Report 2013-14 formed part of these requirements under ‘Publishing Employee Information’.

In answer to B O’Connor’s question, M Taylor advised she would be working with the Equality Groups, Champions and other stakeholders to provide updates on the progress against the student related Equality Outcomes and their success measures.

M Taylor advised she aimed to bring all the required updated draft reports/action plans, with the exception of the Gender Pay Information as this work is undertaken by Human Resources, to the next EDSC meeting in February 2015 for initial approval. This would allow for them to go forward through the agreed reporting lines for final approval by Court in time for the 30 April 2015 deadline.

Members agreed the proposed actions in Paper 5.

**ACTION: EDU**

### 8 Patriarchitecture – the naming of buildings and spaces – Paper 6

Members welcomed the SRCs paper, presented by L King, and acknowledged a more inclusive naming policy for future campus developments should be adopted.

It was noted however that benefactors, who tend to be male, usually request naming rights when they donate for particular building projects. Members agreed where there are unrestricted naming rights, project boards should be encouraged to consider the wider university community by recognising more woman and other protected characteristics.

Members proposed where buildings are already named, spaces such as lecture theatres and meeting rooms within them, could also be named.

The Convener asked the SRC to consult with Ann Allen, Director of Estates & Buildings and this committee in order to establish a suitable set of criteria for the naming of spaces. Once agreed, EDSC recommended this proposal should go forward to Court via the Estates & Buildings Committee.

**ACTION: SRC/E&B**

### 9 Accessible Events Policy and Checklist – Paper 7

M Taylor noted the revised draft had previously been consulted on with CVSO, Heads of School Administration, College Secretaries and Central Timetabling and amended accordingly.
Members approved both the policy and checklist.

EDU and the Disability Equality Champion to take forward the implementation and dissemination of the new policy to all stakeholders.

**ACTION: EDU/F Coton**

10 **Equality and Diversity Training – Completion statistics – Paper 8**

Members noted the small increase in the total percentage of staff having completed the Essentials training course, which as at 7 November 2014 was 46%.

Members noted there were areas that were doing very well and others where there was very little engagement.

It was noted the areas with high completion rates were where the Heads of Schools/Research institutes/Heads of Service had worked hard to explain the reasons and benefits of the training, encouraging their staff to complete it and then followed up on a regular basis.

Members requested EDU draft an email to be sent to Heads of Schools/Research institutes/Heads of Service with the % completion rates of their College/University Service and actual numbers in their areas, asking them to encourage completion of the courses and to offer monthly updates on their completion statistics.

**ACTION: EDU**

11 **Proposed amendment to Appendix E of Equality and Diversity Policy – Paper 9**

Members approved the proposed change.

EDU will make the necessary changes to the policy and the update the online version.

**ACTION: EDU**

12 **Equality and Diversity Champions – Current Developments**

12.1 – Age Equality Update

On behalf of Prof. James Conroy, the new Age Equality Champion, M Taylor noted were no issues that required members’ attention.

12.2 – Disability Equality Update

On behalf of Prof. Coton, M Taylor noted the Mature Students Association, which has a number of disabled student members, has reported their building is inaccessible. Estates and Buildings have already confirmed it cannot be retrospectively altered to make it accessible due to listed building status. A meeting has been set to discuss this.

12.3 – Gender Equality Update

A Anderson reported:

- Dr Katie Farrell has now taken up her post as Gender Equality Officer;
- 3 new ‘departmental’ applications are due to be submitted to Athena SWAN by the 28th November 2014 deadline.
• SMG had agreed to support an Academic Returners and Research Support funding proposal.

B O’Connor advised members of plans to close two local nurseries which would increase the pressure for more places at the University’s Nursery.

M Taylor agreed to make David Newall aware of this and to seek an update on the search for more suitable Nursery accommodation.

ACTION: EDU

12.4 – Race Equality Update

J Briggs reported a request for Race Equality Group members had been run in Campus E-news but advised he had still to reconvene the Group. He confirmed but would be discussing this with M Taylor following this meeting.

ACTION: J Briggs/EDU

12.5 – Refugee Equality Update

J Briggs advised:
• A CARA event was held on 6 October which was well attended.
• Glasgow Settlement have intimated they may be able to provide financial support for suitably qualified prospective students.
• The University had recently provided fee waivers for 1 undergraduate and 2 PhD students.
• Talks with local businesses on scholarships have stalled.

12.6 – Religion and Belief Equality Update

N Juster reported:
• The recent Religion and Belief Equality Group meeting had been cancelled due to lack of agenda items.
• A complaint had been received in relation to a recent television programme which showed a religious ‘course’ being run on campus by an outside organisation who rented the space. This recent showing was a rerun, originally aired in January 2013 prior to related guidance being issued by the Equality and Human Rights Commission in July 2014. The EHRC guidance was circulated to all relevant areas at the time.

12.7 – Sexual Orientation Equality Update

M Taylor advised members on behalf of David Newall:
• The LGBT Staff Network has a new chair who is trying to revitalise the Network. They held one meeting in October with another planned for early December.
• A new Facebook Group has been set up for the Network.
• The University scored 10/10 in the recent Stonewall ‘Gay by Degree’ guide – one of only 6 universities in the UK to do so.

13 Any Other Business

No other business was brought to the meeting.

14 Date of Next Meeting – 26 February 2015