Gender Equality Steering Group  
Meeting held on 23 September 2015,  
Room 656A, Main Building at 2:00pm

✓ = in attendance  A = apology received

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>23/09/15</th>
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<tbody>
<tr>
<td>Anne Anderson</td>
<td>AA Convener &amp; Gender Equality Champion</td>
<td>✓</td>
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<tr>
<td>Lynn Abrams</td>
<td>LA College of Arts Rep</td>
<td>A</td>
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<tr>
<td>Kirstine Adams</td>
<td>KA Equality and Diversity Manager</td>
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<tr>
<td>Morag Deans</td>
<td>MD SRC Gender Equality Welfare Officer</td>
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<tr>
<td>Ruth Dukes</td>
<td>RD College of Social Sciences Rep</td>
<td>✓</td>
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<tr>
<td>Lindsay Farmer</td>
<td>LFA College of Social Sciences Rep</td>
<td>✓</td>
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<tr>
<td>Katie Farrell</td>
<td>KF University’s Gender Equality Officer</td>
<td>✓</td>
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<tr>
<td>Lyndsay Fletcher</td>
<td>LFL College of Science &amp; Eng. Rep</td>
<td>A</td>
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<tr>
<td>Cindy Gray</td>
<td>CG College of Social Sciences Rep</td>
<td>A</td>
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<tr>
<td>Liam King</td>
<td>LK SRC Vice President Student Support</td>
<td>✓</td>
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<td>Richard McCulloch</td>
<td>RM College of MVLS Rep</td>
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<tr>
<td>Stephen Marritt</td>
<td>SM College of Arts Rep</td>
<td>✓</td>
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<td>John Marsh</td>
<td>JM College of Science &amp; Engineering Rep</td>
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<tr>
<td>Joelle Prunet</td>
<td>JP College of Science &amp; Engineering Rep</td>
<td>✓</td>
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<tr>
<td>Elaine Reid</td>
<td>ER Head of Human Resources - Social Sciences</td>
<td>✓</td>
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<tr>
<td>Gillian Shaw</td>
<td>GS Head of Human Resources - Arts</td>
<td>A</td>
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<tr>
<td>Paul Welsh</td>
<td>PW College of MVLS Rep</td>
<td>✓</td>
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<tr>
<td>Simon Wilson</td>
<td>SW Head of Human Resources - Science &amp; Engineer</td>
<td>A</td>
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1. Welcome, Apologies and Introductions  
AA welcomed colleagues to the meeting and noted the apologies received.

2. Minutes from previous meeting – 13 May 2015  
The minutes were approved.

3. Matters Arising from the previous meeting – Papers 1 and 2  
Action Points 1 & 2 – Flexible Working Case Studies  
EDU have five cases but are still open to more examples.  

ACTION: ALL GESG

Action Points 3 & 4 – College based PhD Scholarships and RCUK  
KF referred the meeting to Paper 2.

Action Points 5 – University Nursery  
AA suggested the group discuss childcare needs at the next meeting with a view to informing campus redevelopment plans.

Action Points 7 – Information on different routes promotion routes  
KF confirmed new criteria for Reader will be defined for the future promotion round.  
The group discussed the need for clarity for staff about promotion routes, specifically to Reader and Professorial grades. EDU to request HR PP&R provide information for
briefing staff and to make it available on the website in time for the next promotion round.

**ACTION: EDU/HR PP&R**

**Action Point 9 – Recruitment lists**
EDU confirmed HR Recruitment do have a list of recruitment sites/ networks to target potential female applicants for academic/ professional posts. EDU to further discuss with Recruitment the group’s desire for them to be proactive in promoting the use of positive action lists to encourage more female applicants.

**ACTION: EDU**

**Action Points 12 & 13- Promotion and PDR data by Sex**
The Group reaffirmed its interest in seeing further information about promotion data in particular to explore the transition from grade 9 to 10. KF also referred the group to Paper 3 on Promotion Data.

**ACTION: HR PP&R**

4. **College-based PhD Scholarships and RCUK Maternity Leave – Paper 2**
KF noted that the separate issue of shared parental leave would be revisited at a later meeting.

The Group agreed in principle there should be consistency across the University. College policies should be aligned with RCUK. Most Colleges were already doing this. Since GESG was not a resourcing committee, it was agreed the next step was for the paper to go to DoGs.

**ACTION: EDU**

The Group discussed student maternity issues:
1. RD reported a student on maternity leave had been automatically de-registered as a student, blocking access to MyCampus and other facilities. RD liaised with Registry to resolve the issue. The Group agreed the consequences of de-registering a student were not desirable and RD supplied the background information to KF to enable EDU to follow up.

2. LF_ posed a question about consequences of maternity leave for international students on Tier 4 visas. The position is as follows:
   - Home Office guidance is silent on the situation where a student needs to take a leave of absence from study because of pregnancy or maternity leave. The relevant provisions are those relating to change of circumstances and absence.
   - If a student needs to take a leave of absence from study for more than 60 days (including as a consequence of pregnancy) she is likely to be required to leave the country and re-apply from her home country for a visa to resume study.
   - University of Glasgow International Student Support provide students with information about change of circumstances. This does not
specifically mention pregnancy and maternity. [http://www.gla.ac.uk/services/registry/tier4/responsibilities/#/changestostudies&circumstances](http://www.gla.ac.uk/services/registry/tier4/responsibilities/#/changestostudies&circumstances)

- EDU are discussing with International Student Support about adding specific information about pregnancy and maternity to the information provided to international students.
- EDU will also add a paragraph to the student maternity policy advising international students there may be consequences for their visa and to consult the International Student Support Service.

**ACTION: EDU**

5. **Promotion data – Paper 3**
The Group welcomed KF’s presentation on Promotion data as the first part of data under preparation for the University’s Athena SWAN award application. The Group discussed the indication from the data that women often have a high success rate when applying for promotion, suggesting they may be waiting too long or longer than men to apply.

6. **Athena SWAN Project Plan – Paper 4**
The Group and Convenor thanked KF for presenting her detailed project plan for the Athena SWAN institutional application. The Convenor noted GESG would serve as the SAT for the application and the importance of this work stream over the next six months. The Group would play a key role in analysing and commenting on data and drafting actions for the Athena SWAN action plan.

The Group discussed KF’s plans for consultation events and suggested the addition of additional student consultation on organisation and culture.

The Convenor noted the importance of attendance at GESG to support its role as the SAT and asked the Group to suggest substitute members for attendance at its meetings.

**ACTION: ALL GESG**

7. **Student Issues**
No student issues were raised.

8. **Any Other Business**
No other business was raised and the Convener closed the meeting.

9. **Date of Next Meeting**
27 October 2015, 1-3pm, Room 251