Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 26 November 2015
Melville Room, Level 4, Gilbert Scott Building

Present: Prof John Briggs (Convener), Ms Kirstine Adams, Prof Anne Anderson, Prof Frank Coton, Miss Una Marie Darragh, Mr Liam King, Mrs Christine Lowther, Mrs Margaret-Ann McParland, Mr David Newall, Ms Lesley Sutherland

Apologies: Mrs Christine Barr, Prof James Conroy, Prof Neal Juster, Principal Anton Muscatelli, Miss Rachel Sandison, Dr Helen Stoddart

Attending: Mrs Janell Kelly (clerk)

1 Welcome and Apologies
Professor Briggs stated he had been invited by Principal Anton Muscatelli to convene this meeting, as the Principal had been called away on other University business. The Convener noted a number of other apologies had been received and welcomed Ms Kirstine Adams and Miss Una Marie Darragh to their first EDSC meeting.

The Convener noted the agenda would be reordered as some members needed to leave for other business meetings.

2 Minutes of the Previous Meeting – EDSC/20150605/Minutes1.1
The minutes were approved as an accurate record.

3 Matters arising from meeting held on 5 June 2015 – Paper 1
Action Point 1 – University Nursery
D Newall advised members suitable space is being sought for new nursery provision as part of the campus redevelopment plans. No decision had been made yet regarding whether the University would run any new nursery itself or whether a partner company would be sought.

Action Point 2 – Court and Senate Committees – gender representation
D Newall advised Court had committed to the 40:40:20 approach (minimum of 40 per cent men and 40 per cent women on their boards, with the remaining 20 per cent of places open to both genders) for the lay membership of Court and, where appropriate, its sub-committees.

D Newall noted the gender balance of Court membership as a whole was poor and consideration on how to address this was needed. The Convener noted the majority of elected positions were already held by females however the ex officio positions, the majority of which are currently held by males.

L Sutherland suggested one option, as discussed at the recent Women 50/50 Conference, would be to require for each elected position two nominees are put forward; one female and one male and the body then has the power to choose who gets the place based on gender. M-A McParland
noted this was similar to the practice for UNISON’s National Executive elections, where some seats are reserved for women and low-paid members.

The Convener suggested Senate could request a 50/50 gender split for the 6 College seats.

Members welcomed these suggestions and asked D Newall and the Convener to ensure the University as well as the Students’ Representative Council (SRC) continues to work towards a gender balance on all committees.

**Action Point 3 – Disabled Staff Support**
F Coton advised work is still ongoing for the review of how the University supports disabled staff. He agreed to report back to EDSC once discussions had been held with all parties.

**ACTION: F Coton/EDU**

**Action Point 8 – Gender and Pensions**
K Adams confirmed Jim Ross, Head of Pay and Pensions had provided some feedback to M-A McParland’s query as raised at the last EDSC; women can be faced with up to 13 weeks gap in pension contributions whilst on maternity leave but if she chooses to pay her own missed contributions, the University will match these.

M-A McParland clarified her query had related to women who were now approaching retirement age. Due to pension scheme rules at the time they had their children, if a woman had two children and took the full entitlement of maternity leave each time, they could have up to a year of missed pension contributions.

Members requested M-A McParland take this issue forward with the Pension Trustees.

The Convener noted the remaining action points from the previous meeting were still ongoing, had been completed or were on the agenda for discussion.

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

M-A McParland clarified her Trade Union representative position was via nomination from the Joint Union Liaison Committee (JULC) and not Joint Committee of Consultation and Negotiation (JCCN) as stated.

Members agreed the remit and updated membership as shown in Paper 2, subject to the change requested.

**ACTION: EDU**


K Adams presented Paper 3 and asked for comments.

Members stated although the report contained an extensive range of data, it did not to provide enough analysis on emerging themes or actions for the University. K Adams highlighted the primary role of this report was to provide staff data for the purposes of the Public Sector Equality Duty (PSED). D Newall agreed for the purposes of the PSED it was better to separate the data from analysis and any resulting actions for the University.

K Adams reminded members a 3 year analysis report had been produced last year. She advised there was currently no plan to provide the 3 year analysis report on an ongoing rolling basis.
L Sutherland highlighted Charts 21 and 29 (Disability and Ethnicity by Grade respectively) and noted the high proportion of ‘Prefer not to say’ for staff in Grades 1, 2 and Other. Members suggested work was needed to reassure and encourage staff in these grades to provide their information. F Coton stated hesitancy to disclose disability may stem from a perception of the lack of support available.

**ACTION: EDU**

Members discussed the information shown for Ethnicity and Recruitment and voiced concern at the low rates of success for BME applicants in the Clinical, Research and Teaching and Technical and Related job families. J Kelly advised members the actual number of Clinical roles appointed was very small in comparison to the other job families.

The Convener expressed EDSC’s wish for detailed investigation and analysis be undertaken by HR Recruitment on this, and stated the Race Equality Group had already asked for further investigations.

A Anderson suggested as part of this, work may also be needed to ensure recruiters are giving fair consideration to degrees from lesser known international universities when considering applications.

**ACTION: HR Recruitment**

Members asked for amended wording within the report to highlight the University has been and will continue to investigate the disparity between the success rates of White and BME applicants.

**ACTION: EDU**

**6 Equality and Diversity Training Update – Paper 4**

K Adams referred to Paper 4 which detailed the completion statistics across the University for the Equality and Diversity Essentials training course.

Increased completion rates had been seen in a number of areas; significantly after Heads of Schools/ Services/Directors of Institutes were made aware of their own areas figures in June. Whilst completion statistics has increased by 777 since last reviewed by EDSC (52% to 56%), progress was still not as required to meet the +90% target set by SMG as part of the Equality Outcomes.

Members discussed various options to improve completions rates which included:

- Including rates of completion in Periodic Subject Reviews
- Requirement for promotion application
- Including completion within P&DR and
- Making the completion of the Essentials course for all staff – new and existing

Members requested updated completion statistics are issued to all areas, after all ex-employees are removed, and for Heads of College to be copied into completion stats when issued.

**ACTION: EDU**

Members agreed the best approach was to now recommend to the Senior Management Group (SMG) mandatory completion by all staff of the Essentials course. Members asked D Newall and F Coton to propose and support this at the next SMG meeting. D Newall confirmed he would also discuss this with Human Resources in advance of taking it to SMG in March 2016.

**ACTION: D Newall**
7 Equality Champion Update - Paper 7

7.1 Gender Equality Update
A Anderson referred members to Paper 7 and highlighted the recent Athena SWAN award successes. In particular, she welcomed the Silver and Bronze awards for the areas based in the College of MVLS. She noted, following some unsuccessful applications, the College had worked hard to raise the awareness of Athena SWAN and was now in a much stronger position for future award applications.

A Anderson drew members’ attention to the ongoing work in relation to the University’s Athena SWAN Bronze Award application to the expanded Charter (due end of April 2016) and the timeline for that submission.

She highlighted details of the University’s participation in the Leadership Foundation’s Aurora programme and the supplemental support in place for the participants.

7.2 Religion and Belief Equality Update
As N Juster was unable to attend the meeting, K Adams referred members to the update shown on page 4.

7.3 Sexual Orientation Equality Update
D Newall referred members to the update provided on page 4 and reported the LGBT Staff Network was working to raise their profile.

7.4 Disability Equality Update
F Coton reported the following updates:

- Work was ongoing with DisabledGo to map accessible routes across campus which will then be incorporated into the University’s Roomfinder App. Work on this has been delayed due to the District Heating System excavation works across campus.
- Work done by EDU to embed links to the University’s accessibility information, hosted by DisabledGo, into the University’s webpages had resulted in a large increase in the usage figures.
- The annual Disability Service Users Survey statistics had been invalidated due to an issue with the survey hosting site, Survey Monkey, however the free text comments had been used to inform the Service’s action plan.
- Changes to the Disabled Students’ Award (DSA) funding have placed more emphasis on institutions’ anticipatory duties regards making lectures accessible to all. The University’s Lecture Recording Policy will go some way towards meeting this duty. He reported the University of Manchester have moved to compulsory/automatic recording of all lectures and the University would monitor how this worked in practice before going any further with our own provision.
- Following a recent case, which hinged on alternative assessment methods, there is a need to review the regulations governing how the University sets/agrees course assessment methods whilst ensuring consistency of learning outcomes.

C Lowther noted future Disability Service student surveys could be incorporated into the main Student Services survey which will utilise the Bristol Online Surveys tool.

C Lowther also noted, whilst the current changes to DSA only affect English students, this does not rule out the possibility that future funding for Scottish based students from the Students Awards
Agency for Scotland (SAAS) may be similarly changed and the University needed to prepare for that.

7.5 Race Equality Update
The Convener noted recruitment issues had already been discussed in this meeting. Another area for discussion and investigation for the Race Equality Group and EDU was Degree Attainment. He noted, whilst the numbers of BME students are small and can result in volatilities in statistics, there was a consistent gap in achievement between BME students and their white peers. The Convener reported as part of the work on this, the SRC had agreed to run student focus groups to look at learning experiences and methods.

F Coton advised members a project looking at examination outcomes had already been established and would be looking at exam attainment holistically across the University; however difficulties may arise when trying to identify causal relationships in small sample size areas.

7.6 Refugee Equality Update
The Convener advised members the University had established £420,000 worth of scholarship and fee support and confirmed 4 Undergraduates would be using the scholarship for entry to the University in 2016.

He also reported CARA had identified two academics, currently still in Syria, for Fellowships at the University however as expected, difficulties are being experienced in trying to get these individuals to Glasgow.

8 FullStop Campaign Update - Paper 5
K Adams referred members to Paper 5 and noted the campaign had so far been well received across the University community and the micro-fictions have resonated with students and staff alike. She noted new posters will continue to being released online via Campus eNews on a weekly basis until March 2016.

K Adams advised, following an approach from Estates and Buildings and Campus Services, she would be producing facilitator notes to assist team leaders to discuss the campaign and the implications with their staff.

K Adams reported the Volunteer Harassment Advisers had not reported an increase requests for assistance as had been expected and suggested, as part of the evaluation process for the campaign and future work in this area, the University could look at how other universities allow for anonymous reporting, as detailed in Paper 5.

Members commended the campaign and the team involved with its development and design.

9 Equality and Diversity Unit Update – Paper 6
K Adams presented Paper 6 which provided more detail regarding the previous and ongoing work on the support for disabled staff. She noted improving training and support for line managers and the engagement of disabled staff in the discussions around changes to processes and procedures which affected them would be key.

F Coton concurred line managers needed support but stressed awareness training could not, on its own, provide the solution, due to the range and complexities of disabilities. He stated
resources with specialist knowledge would be required, along with ensuring connectivity between processes and provision of support.

K Adams drew members’ attention to the information regarding Equality Impact Assessments (EIAs) and reminded members of the importance of ensuring EIAs are incorporated into the design and development of new and revised policies/procedures/systems/strategies. She asked EDSC members to be cognisant to this when involved with this type of work/project.

10 **Items for Information**

10.1 Draft of 2016 University of Glasgow Diversity Calendar – Paper 8

Members welcomed the introduction of the Diversity Calendar.

11 **Any Other Business**

As there was no further business, the Convener closed the meeting.

12 **Date of Next Meeting**

4 March 2016 at 2pm, Melville Room.