Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 28 February 2017
Melville Room, Level 4, Gilbert Scott Building

Present: Principal Anton Muscatelli (Convener), Mrs Christine Barr, Mr Ameer Ibrahim, Prof Neal Juster, Mrs Christine Lowther, Mr David Newall, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor

Apologies: Prof Anne Anderson, Prof John Briggs, Prof James Conroy, Prof Frank Coton, Mrs Margaret-Ann McParland, Miss Erin Ross, Miss Rachel Sandison,

Attending: Mrs Janell Kelly (clerk)

1 Welcome and Apologies
The Convener welcomed members and noted the apologies received.

2 Minutes of the Previous Meeting – EDSC/20161205/Minutes1.0
The minutes were approved as an accurate record.

3 Matters arising from meeting held on 5 December 2016 – Paper 1
Action Point 2 – Historic maternity leave and pension contributions
Jim Ross, Head of Pay and Pensions, has advised, since the move to HR Core system, the University no longer holds the level of detail relating to historic maternity leave taken and pensions payments made or missed.

Members recognised the difficulties involved in further investigations on this matter and asked EDU to ensure current employees are provided with information relating to the ability, within the first year of return to work, to ‘top up’ any missed pensioned contributions.

ACTION: EDU

Action Point 3 – Gender representation on Senate and Court
M Taylor agreed to provide A Ibrahim with background context around the reasons for the draft proposal to ensure gender balance for SRC representation on the main committees. The proposal will be discussed at the next SRC Council meeting on 17 March 2017. Prior to its presentation, at SRC Council, A Ibrahim to send the draft wording for comment to EDSC members to review.

ACTION: EDU/SRC/All

Action Point 5 – Disabled Staff Support
Members noted a meeting is planned for 7 March 2017 with a number of stakeholders. Action Sheet to be amended to reflect ‘Student Services’ will be attending the meeting, not just representatives from Disability Service.

ACTION: EDU

Action Point 8 – Race and Refugee Equality
The Convener advised the Council for At-Risk Academics (CARA) was keen to do more work with the University of Glasgow and would highlight this to Prof Briggs, in his capacity as Refugee Champion.

ACTION: Convener
The Convener noted the remaining actions were either complete, for future action or were on the agenda for further discussion at this meeting.

3.1 – Equality and Diversity Essentials Training Statistics Update – Paper 2
Members noted the updated completion statistics as at 24 January 2017. M Taylor advised EDU have since issued tailored emails, along with detailed staff reports showing ‘complete/incomplete’ information, to all Heads of School, Directors of Research Institutes and University Services.

Members noted the issue identified in relation to staff completions undertaken using student/PGR profiles, with the resultant manual process for updating training records.

EDU agreed to provide updated statistics for the Senior Management Group Roundtable (SMGR) meeting at the end of March. SMGR to consider further actions if figures still showing a lack of engagement in particular areas.

ACTION: EDU/SMG

M Taylor also confirmed EDU would update these statistics again, prior to the Public Sector Equality Duty (PSED) publication deadline at the end of April 2017.

ACTION: EDU

4 Public Sector Equality Duty (PSED) - Draft reports
M Taylor presented Paper 3, noting the structure mirrors the previous Mainstreaming Report issued in April 2015, as this had been highlighted as good practice in subsequent external PSED reviews. She noted many more examples of good practice could have been included in Section 4 but those chosen showcase the breadth of work covering both students and staff, a range of protected characteristics and collaborative work undertaken at the University.

M Taylor advised Section 5 would be further updated, following approval via HR Committee, to include the Gender Pay Strategy and Action Plan. She confirmed this would be circulated to EDSC members once approved by HR Committee.

ACTION: EDU

Members requested the following amendments:
• Section 1 – include reference to ‘by 2020’ in relation to gender related Key Performance Indicator (KPI)
• Section 4.1.1 – reference to ‘counselling’ to be amended to ‘advice’
• Section 4.3.1 – reword paragraph to clarify ‘evidence’ for reduction in referrals to CAPs
• Include section on ‘Challenges and Opportunities’
• Include information on how new Estate development will influence equality agenda

D Newall commended this draft Report and choice of examples. C Barr stated, if anything, the Report underplayed the good progress on equality areas across the University.

M Taylor confirmed the Report would be amended and recirculated for further comments.

ACTION: EDU

4.2 – Draft Equality Outcomes Report – Paper 4
M Taylor presented Paper 4, noting the previous Equality Outcomes, set in April 2013, were shown in Appendix A. She advised this draft Report outlines the progress made on those objectives and outlines the evidence and consultation process, which led to the proposed 2017 Equality Outcomes shown on page 7.

ACTION: EDU
Members discussed the Report content and six proposed Equality Outcomes and made the following comments and suggestions:

- Section 1.3 – need to expand to capture where challenges have been with original outcomes to provide context for change in focus or continuing work in same area.
- Explanation required for the reason for Degree Attainment not being carried into new Outcomes.
- Section 2.1 – clarification required regarding the percentage decrease in bullet 3.
- Outcome 2 – to be reworded following further consultation with Prof F Coton.
- Outcome 3 – include mention of training for Graduate Teaching Assistants (GTAs).
- Outcome 4 – include mention of support provision for students.
- Outcome 6 – welcomed the inclusion of mental health as a specific Outcome.
- Reformat Appendix A to highlight this shows original Outcomes.

M Taylor thanked members for their input and confirmed the Report would be amended and recirculated for further comments.

**ACTION: EDU**

A Ibrahim asked, in order to mirror the staff survey, if questions about bullying and harassment could be added to future student surveys. M Taylor confirmed she would approach the relevant areas involved with the student surveys.

**ACTION: EDU**

5 Gender Based Violence Strategy

C Lowther provided members with an update on work done by the University’s Gender Based Violence Strategy Group, a student-led initiative to address the concerns raised by students through the SRC and notably through the ‘Let’s Talk’ campaign. The Strategy Group, chaired by Prof Anne Anderson, is a joint group with GCU. Membership includes academic and professional staff, students and representatives from Police Scotland and Rape Crisis Scotland.

Workstreams from the Strategy group will focus on:

- research, analysis & messaging,
- prevention & consent training and response
- support and enforcement.

C Lowther reported, amongst the group’s main achievements to date, has been sexual violence prevention training for students, co-ordinated via a cascading ‘train the trainer’ model. The training was developed and implemented by the SRC, working in partnership with Rape Crisis Scotland. Students are equipped to deliver an innovative 90-minute workshop to their peers. Since launching the sessions for Freshers’ Helpers in September 2017, hundreds of students, including Living Support Assistants in halls of residence, have participated.

A Ibrahim advised all 4 student bodies have participated and a number of student societies have run workshops for their members and it was hoped this cascading model would bring about a tangible cultural shift.

C Lowther confirmed the Code of Student Conduct has been amended to explicitly prohibit sexual violence and a ‘Sexual Assault Support and Resources’ section has been added to the ‘Information for Current Students’ webpages and to SRC webpages.

C Lowther advised further work will focus on the University’s response to Universities UK (UUK) ‘Changing the Culture’ Report, published in November 2016 which examined violence against women, harassment and hate crime affecting university students. The report made a series of
recommendations and highlighted a number of areas for action by universities:

- the need for zero tolerance culture
- senior leadership to prioritise the issue and dedicate appropriate resources to tackling it
- an embedded, institution-wide approach, to ensure support is consistent and coherent
- an evidence-based approach to prevention
- clearly signposted and robust disclosure and reporting mechanisms
- centralised processing and reviewing of data

C Lowther advised all relevant stakeholders have been invited to a half-day workshop on 10 March 2017 to raise awareness of the UUK recommendations and explore how, as an institution, we tackle gender-based violence in the University of Glasgow.

C Lowther advised Prof Anderson will update SMG in March. EDSC will have sight of that paper afterwards, along with the UUK report to provide background and context

The Convener thanked C Lowther for the report.

**ACTION: C Lowther/A Anderson**

6 **Equality Champions – Current Developments/Updates – Paper 5**

The Convener drew members’ attention to Paper 5, provided by EDU on behalf of those Equality Champions who were unable to attend the meeting. This highlighted the recent issues/concerns being explored by the various equality groups. The Convener invited D Newall to provide a verbal update from his equality area.

6.1 **Gender and Sexual Diversity Group**

D Newall reminded members February marks LGBT History Month and commended the SRC and the numerous student societies involved for the extensive activities and events programme. He reported the Staff Network, in contrast, was much smaller and not as active, noting this may reflect staff survey results, which showed LGB staff were relatively content with their work experience at the University.

He cautioned this did not mean LGBT staff and those who identify with the other protected characteristics did not experience issues with individual behaviours. He highlighted the Full Stop campaign had made a real initial impact across the University community but stressed the need to continue the work to address unacceptable behaviours.

7 **Items for Information**

7.1 **Athena SWAN Institutional Bronze Award – Submission Feedback – Paper 6**

Members welcomed the excellent feedback provided by the Athena SWAN assessment panel.

M Taylor highlighted where the feedback stated ‘for further consideration’ the majority of these areas had originally been covered within the submission but had to be removed due to the restrictive word count limit.

Members acknowledged the feedback reflected the excellent work of Dr Katie Farrell, Gender Equality Officer, in putting the submission together.
8 **Any Other Business**

Members noted this would be the last EDSC meeting for David Newall as he was leaving the University at the end of March 2017. Members expressed their good wishes for the future.

M Taylor expressed her personal thanks for the support shown by D Newall, in both his role as Secretary of Court and as Sexual Orientation Equality Champion, for the work of the EDU and to his commitment to moving the equality agenda forward at the University.

The Convener noted a new Sexual Orientation Equality Champion would need to be identified.  

**ACTION:** Convener/EDU

No other business was raised and the meeting was closed.

9 **Date of Next Meeting**

30 May 2017 at 10:00 – 12:00, Melville Room