Gender Equality Steering Group
30 May 2019
Room 356, Main Building

Present: Anne Anderson (Convener), Elizabeth Adams, Michelle Bellingham, Michael Brady, Fergus Brown, Sarah Croke, Katie Farrell, Ross Forgan, Lyn Goodenough (vice G Shaw) Alan McConnell, Fatemeh Nokhbatolfoghahai, Paul Paterson, Mhairi Taylor, Paul Welsh

Apologies: Lynn Abrams, Joanne Cardwell, Michelle Crane, Lindsay Farmer, Emma Gilmartin, Cindy Gray, Jill Morrison, Gillian Shaw,

Attending: Chris Branney, Elise Gallagher, Emily Gough, Janell Kelly (clerk)

1. Welcome, Apologies and Introductions
The Convener welcomed members and noted the apologies received. The Convener welcomed Chris Branney, (Policy, Engagement and Employee Relations Lead) attending to speak to agenda item 3.2. The Convener also welcomed Elise Gallagher, the new Deputy Director of Human Resources, observing as part of her introduction to the University. Introductions were made.

The Convener advised Professor Lindsay Farmer had demitted his position on the Group and thanked him, in his absence, for his positive and thoughtful contributions to the group.

The Convener also noted F Nokhbatolfoghahai would be demitting her role, as SRC VP Student Support, at the end of June to return to her Medical degree. The Convener thanked her, on behalf of members for her input and enthusiasm for the topics discussed at GESG.

2. Minutes of the Previous Meeting – GESG/2019228/Minutes1.1
The minutes were approved as an accurate record.

3. Matters Arising – Paper 1
The Convener noted Paper 1 showed several actions from the previous meeting were complete, with updates provided for others. Further specific updates on the following were provided:

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<tr>
<th>Action Point 2</th>
<th>Action Point 6</th>
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<td>Best Practice Event</td>
<td>Carers’ Policy</td>
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<td>K Farrell confirmed a Best Practice Event would be held on 27 June 2019. E Adams, F Nokhbatolfoghahai and P Paterson will be contributing to the event. Full details will be issued, with the invitations to GESG, Athena SWAN SATs and others. <strong>ACTION: EDU</strong></td>
<td>M Taylor advised the draft Carers’ Policy will be informed by the current Carers’ Survey which closed on 27 May 2019 after receiving 263 responses. GESG members will have sight of the draft policy prior to completing the approval process. This would be done electronically over the summer. <strong>ACTION: EDU</strong></td>
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L Goodenough reported the Colleges of Arts and Social Sciences had established their joint Athena SWAN Review Group. This Group will meet for the first time on 20 June 2019. M Brady confirmed the Group have already been critically reviewing early drafts of AS submissions from the two Colleges.
3.1 - Flexible Working – Update and Consultation
C Branney provided members with an overview of the strategic approach being taken to review the currently policy.

Members noted this would not be a simple policy refresh; the aim was to effect institutional and attitudinal changes which will allow both staff and the University to benefit from a progressive approach to flexible working solutions. Good practice from other HEIs will inform the future development of the policy and accompanying cultural work. Members noted the Staff Survey, the six Focus Groups already held and the early results from the Carers’ Survey all showed a clear level of support for change.

Members discussed possible challenges which may be faced during implementation of the new policy and any required working practices. C Branney stated clear, effective communication of the mutual benefits along with visible, high-level support will assist with addressing any concerns.

The Convener asked that GESG receive an update on the progress at the next meeting.  
ACTION: C Branney/EDU

3.2 – Staff Survey Results by Gender and Job Family – Paper 2
Following the request at the last meeting for a breakdown by Gender and Job Family, Parents and Carers of survey responses, K Farrell referred members to Page 2. This highlights the main observations from the data sets, shown later in Pages 3-10, along with a note of ongoing and planned initiatives and consultations which either address identified issues or explore them further.

P Paterson agreed the University’s signature of the Technician Commitment (TC), which aims to ensure visibility, recognition, career development for technicians across all disciplines, should begin to address the lower scores for this job family. He reported the recent TC launch event saw over 200 attendees. He also emphasised the University’s commitment to Athena SWAN (AS), and initiatives resulting from it, had helped the drive towards recognising the contribution of colleagues within the Technical and Specialist job family.

E Adams reported the University’s HR Excellence in Research Award had recently been renewed again.

The Convener noted the need to ensure the positive impact of AS and positive notes from this data set are communicated to all Athena SWAN Self Assessment Teams (SATs). K Farrell stated the AS Best Practice event on 27 June will provide the opportunity to share this with SATs.

M Taylor stated an analysis of the verbatim responses from the Staff Survey will also be circulated to AS SATs and GESG members.

ACTION: EDU

4. Athena SWAN
4.1 – November 2018 Results and April 2019 Submission Pipeline – Paper 3
Members congratulated the School of Chemistry for their renewed Bronze Award for and the School of Veterinary Medicine for their new Silver Award.

Members noted the large number of submissions, in addition to the institutional Silver submission, planned for November 2019. K Farrell advised a number of the areas have dedicated support for data from the MVLS Athena SWAN Data Officer and that a number of areas already had first drafts at review/revision stage or are well advanced with this.

M Brady noted the introduction of the new Colleges of Arts and Social Sciences joint Athena SWAN Review Group will help and be able to stagger the review/revision of drafts.
K Farrell also noted both internal and external critical reviewers have been arranged by most areas.

4.2 – University Silver Submission & Data Trends
K Farrell gave members a brief overview of the initial data review, noting the most positive progress had been seen in the proportion of female Professors.

University overall: 21% (2013) → 27%
AHSSBL: 34% → 36%
STEMM: 18% → 20%

K Farrell advised EDU is working towards having an initial draft of the institutional Silver submission for review for the end of August.

5. Student Updates/Issues
F Nokhbatolfoghahai provided an update on the University’s delivery of the Scottish Government’s scheme to provide free sanitary products to students, advising only a fraction of the budget for the scheme had been used. She noted the lack of specific guidance from the Government on how best to track usage has been problematic. Solutions such as free vending machines are being explored however nothing has yet been confirmed.

Members welcomed the possibility that sustainable and reusable sanitary products may also be made available under this scheme. F Nokhbatolfoghahai confirmed the next SRC VP Student Support will be able to provide any future updates.

F Nokhbatolfoghahai confirmed there were no new gender related student issues.

ACTION: SRC

6. Staff Issues/Updates
6.1 – Staff Equality Monitoring 2018 – Gender Extract – Paper 4
M Taylor reminded members the annual report forms part of the publication requirements under the Public Sector Equality Duty (PSED) and referred members to the Executive Summary, which detailed the main changes and challenges revealed by the latest set of data.

Members discussed and noted:
• The percentage of women at level 10 has increased by 1.1% from 2016-17, making a total of 28.2%.
• Academic Promotions for 2017-18 women and men were equally successful. This included the promotion outcomes for women at Reader, which was of concern in 2016-17.
• Regrading process highlights some gender concerns as men are more successful than women. As this is only the second year of reporting on this area of information further investigation will be required to understand any possible issues.

The Convener welcomed the increase seen for women in level 10 positions. She suggested there may be merit in a further investigation into the gender split of Professors applying for Rezoning, noting the need to encourage more women to apply for this, which in turn may assist with the University’s Gender Pay Gap.

7. SFC Gender Action Plan (GAP)
The Convener reported she would be undertaking a series of interviews with other HEIs, on behalf of the SFC Gender Governance Group, around the current SFC GAP approach, looking at opportunities to streamline and consolidate current projects, evidence gathering and reporting. She anticipated that a
position paper would be made available to SFC Gender Governance Group for their next meeting in June and agreed to keep to GESG updated once this process was complete.

**ACTION:** Convener

8. **Items for Information**

8.1 – University of Glasgow PSED Mainstreaming Report 2019 – Paper 5

Members noted the report which was published as a requirement of the Public Sector Equality Duty (PSED).

8.2 – Equal and Gender Pay Report 2019 – Paper 6

Members noted the report showed the University’s average gender pay gap was 17.9%, down from 18.3% last year.

9. **Any Other Business**

9.1 – Postgraduate Research Experience Survey (PRES)

E Adams advised the results from the recent PRES, which had a response rate of 45%, are available to SATs via Qlikview, noting access can be arranged for relevant SAT members, if required.

9.2 – Vote of Thanks

M Taylor reminded members the Convener, Prof Anderson, was retiring from the University and therefore from her role as Gender Equality Champion, over the summer. As such, this was also her last GESG meeting. M Taylor thanked Prof Anderson for all her determined work as Champion and wished her well for the future on behalf of EDU and GESG.

**Clerk’s Note:**

The new Gender Equality Champion, who will take over from Professor Anderson, will be Prof Jill Morrison, Clerk of Senate & Vice Principal.

10. **Date of Next Meeting**

TBC over the summer