Gender Equality Steering Group
3 October 2019, 10-12noon
Room 251, Main Building


Apologies: Lynn Abrams, Joanne Cardwell, Michelle Crane, Gillian Shaw, Michelle Bellingham

Attending: Chris Branney

1. Welcome, Apologies and Introductions
The Convener welcomed members, in her first meeting of the GESG as Gender Equality Champions and noted the apologies received. Introductions were made.

2. Minutes of the Previous Meeting – GESG/20190530/Minutes1.1
The minutes were approved, with a change to 6.1 bullet three for regarding to regrading.

3. Matters Arising – Paper 1
T. McFerran reported the they had produced a report for the SFC on the distribution of the free sanitary products, noting the reusable products were very popular, and they had requested more. They are producing a graphic map to show where the free products are across campus.

3.1 Carers Policy
C. Branney presented the Carers Policy and outlined the main benefits of the policy and the plan to apply for the Carers Positive accreditation. There was a wide discussion about the policy, and C. Branney agreed to take on board many of the issues, which related to the rollout and implementation rather than the policy detail.

Action: C. Branney

3.2 Flexible Working Policy
C. Branney presented the Flexible Working Policy, and in principle the group supported the policy. A couple of issues were raised, including:

- Ensuring the differentiation between informal flexibility and a formal flexible working request was clear;
- Due consideration was made for PGR’s in laboratories;
- Ensuring students understood in relation to access to academic staff.

Action: C. Branney
4. Review of GESG Terms of Reference - Paper 4
M. Taylor introduced the annual review of GESG Terms of Reference (ToR). M. Taylor proposed key changes to the ToR, to which members were in agreement, including: reviewing College representation to improve representation from College of Social Sciences; removing the substitute member model (except for College Heads of HR); strengthening reference to students; consolidating references to Athena SWAN; and introducing a reporting line to GESG from the Gender Based Violence Group.

Members asked if GESG ToR should include specific reference to PGRs and whether this student cohort should have representation on the Group. K. Farrell agreed to verify this with Advance HE.

**Action: EDU**

5. Athena SWAN
5.1 – April 2019 Results and November 2019 Submission Pipeline – Paper 5
Members congratulated the Adam Smith Business School and SUREC on their new Bronze awards and the Institutes of Cancer Science and Cardiovascular and Medical Science on their new Silver awards.

K. Farrell noted that nine Schools/RI were aiming for submission in November 2019, as a result the University’s planned Silver submission had moved from November to April 2020. All members agreed with this proposal. Members noted that the only area in STEMM not to have applied for an award was the School of Mathematics and Statistics, this would be raised with the Human Resources team.

**Action: EDU**

KF noted Advance HE had a survey open for anyone to note their concerns with Athena SWAN as part of the planned review. We are currently unsure when this review process will feedback, however Advance HE had stated no changes would take place to Athena SWAN until after November 2020.

6. Embedding E&D in Conferences – Research and Innovation – paper 6
R. Marshall discussed Research and Innovation’s updated guidance on Embedding E&D in Conferences. Group members raised the issue of providing childcare at conferences and enquired about whether provision could be made available were funding bodies asked to pay for childcare. EDU and R. Marshall took an action to clarify whether there would be a recommended provider and to liaise with Conference and Events colleagues regarding the University’s offering as a conference venue, based on the outcome.

**Action: EDU and R&I**

7. Student Updates/Issues
T. McFerran noted there the SRC had been campaigning in relation to Transphobia during Freshers Week, joint with the LGBT Officer and the GULGBTQ+ Student Society.

T. McFerran advised there would be a video and poster campaign launched to coincide with International Trans Day of Remembrance and P. Paterson asked that staff be incorporated as well into videos to improve engagement/uptake.
The role of Gender Equality Officer for the SRC was currently vacant, but the elections were in two weeks and they were hopeful this role would be filled.

8. **SFC Gender Action Plan (GAP)**
K. Farrell introduced the paper, highlighting Prof. Anderson’s recommendations as a member of the SFC GAP Governance group, and the actions taken forward by SFC. KF noted the tone of the SFC document, and attendance at the event was highly strident, implying that HE and FE needed to achieve more, and faster or there maybe implications. KF stated there was strong push back from this at the event, with the sector noting all the limitations to this, as there are so many influences of student application choices.

**ACTIONs?**

9. **Equality and Diversity Policy – Appendix I: Sex**
M. Taylor introduced the draft Appendix I: Sex paper produced as part of the ongoing revisions to the Equality and Diversity Policy and invited comments from the Group.
T. McFerran suggested that the policy could make reference to specific student bodies, e.g. GUSA. Under s.15.1 he asked that M. Taylor clarify with GUSA whether the policy is included in their Constitution.
C. Gray commented that there is a conflation of Sex and Gender and the current language suggests that they are the same thing.
S. Croke suggested that reference to the new Carers Policy and Student Carers Policy could be added to the relevant links/section.

**Action: EDU**

10. **International Women’s Day (IWD) 2020**
K. Farrell noted the intention was to co-ordinate an IWD week across the University to raise the profile of activity. All GESG and SAT Chair would be invited to a meeting to co-ordinate.

**Action: EDU**

11. **Any Other Business**
M. Taylor noted that the University had been shortlisted for The Herald Diversity Awards for the Public Sector Equality Duty in relation to the work for gender.

C. Gray raised an issue from IHW working group to ask that the Student Maternity, Paternity and Adoption Policy be made gender neutral.

**Action: EDU and Senate Office**

12. **Date of Next Meeting**
4 February 2020, 2-4pm in Talklab in Library.