



### Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 11 November 2019  
Melville Room, Level 4, Gilbert Scott Building

**Present:** Principal Anton Muscatelli (Convener), Mrs Christine Barr, Ms Bonnie Dean, Dr David Duncan, Mr Scott Kirby, Mr Thomas McFerran, Prof Jill Morrison, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor

**Apologies:** Prof Muffy Calder, Prof Frank Coton, Mrs Emma Gilmartin, Prof Neal Juster, Dr Sylvia Morgan, Prof Roibeard O Maolalaigh, Dr Robert Partridge, Miss Rachel Sandison

**Attending:** Prof Satnam Virdee, Mrs Janell Kelly (clerk)

#### 1 Welcome, apologies and introductions

The Convener welcomed members and acknowledged the high number of apologies received, but noted the meeting had reached a quorum so could proceed. The Convener welcomed Prof Satnam Virdee, attending to speak to Agenda Item 5. Members also welcomed Mr Scott Kirby, in his new role as SRC President, and Mr Tom McFerran as the SRC Vice President Student Support.

#### 2 Minutes of the Previous Meeting – EDSC/20190605/Minutes1.0

The minutes were approved as an accurate record.

#### 3 Matters arising from meeting held on 5 June 2019 – Paper 1

##### Action 1 - Recruitment - BAME Application Success Rates

M Taylor advised this action was still 'in progress' as the new Recruitment Process and CoreHR system was still to be fully rolled out. She confirmed EDU had been allocated an Ambitious Futures Graduate who would, from March 2020, begin to work on analysing our BAME recruitment statistics and other race equality related work.

**ACTION: M Taylor**

##### Action 2 – Support for Student Services

Update on the Student Services Review is not due until the June 2020 meeting.

**ACTION: R Partridge**

##### Action 3 – LGBT Chaplain Proposal

M Taylor reported a candidate has been identified but discussions have yet to be held with them. She advised R Partridge had agreed a new 'clause' will be added to the role descriptions for Honorary Chaplains.

**ACTION: R Partridge**

##### Action 4 – Online Bullying and Harassment Reporting Tool

M Taylor advised HR Committee wish to see the first review report on the current version of the University's online 'report and support' tool at its next meeting (23 January 2020) before making any recommendation on whether the Tool should be extended to allow for staff reporting or whether changes would be required before it was suitable.

**ACTION: EDU/HR**

**4 EDSC Terms of Reference and Membership – Paper 2**

Members review and approved the Terms of Reference as shown in Paper 2. Members noted the updated membership and the resulting gender split of Male 44% and Female 55%.

**5 EHRC Inquiry into Racial Harassment at British Universities – Papers 3 and 3A**

The Convener noted the report made for uncomfortable reading and serves as a wakeup call for this and all universities.

M Taylor advised she had attended the report's Scottish launch and emphasised while delegates at the event endorsed the report's findings, they had stressed they were not a surprise. Discussions at the event highlighted, with the backdrop of funding emphasis, focus and activity on gender equality, meaningful discussions on race and racism in Scotland had been relegated to the 'back burner'.

Prof Virdee, Professor of Sociology, Director of the University's Centre for Research on Racism, Ethnicity and Nationalism (CRREN) and co-chair of the University's Race Equality Group, endorsed this view, and asked members to reflect on the number of incidents, with 1 in 4 staff respondents experiencing racism at work and 20% of students being physically attacked, if scaled to reflect the full staff and student populations.

He reminded members incidents of racism are usually only reported as a last resort. He suggested University reporting procedures and policies tend to deal with individual incidents and individual perpetrators, rather than addressing the culture which fosters and allows them to happen.

Prof Virdee welcomed the University's initial steps in this area, through publication of the 'Slavery, Abolition and the University of Glasgow' report, but emphasised this must only be starting point; more needs to be done to have open discussions on the historical and structural origins of racism, public recognition from senior management that our workplace culture needs to change and a commitment to taking meaningful actions. He noted staff training, which some universities have invested in, can help but not without the active promotion of race equality led from the highest level and across the University.

T McFerran stated discussions with students have been mostly positive following the Slavery report and reparative justice programme but they stressed focussing on this hides their everyday reality. Key priorities for BAME students are creating a safe campus and ensuring enough resources and training are put in place to help staff tackle racism.

Members fully endorsed:

- The need for visible actions by the University to address the report's findings
- The formation of a Working Group, with Race Equality Group members of the to be invited to be involved
- Setting up mechanisms to find out what staff and students want from the University in relation to tackling racism on campus
- Review resources already available or needed to equip staff and students on how to discuss and tackle racism in the classroom/on campus
- Investigate how the University can address the lack of transparency on outcomes when incidents are reported

M Taylor agreed to consult with D Duncan and C Barr on the working group membership initially.

**ACTION: M Taylor/Race Champs/REG**

**6 Embedding Equality, Diversity and Inclusion in Conferenced and Events – Paper 4**

Members reviewed Paper 4 provided by Research and Innovation Services (R&IS) and requested the following amendments and additions be made:

- Initial statement to be strengthened to state the principles MUST be incorporated as much as possible.
- Information on how and where to report issues, such as with issues with accessibility to be added.
- Information on how and where to report incidents, for example if a delegate experiences bullying and/or harassment at an event, to be included.

M Taylor agreed to pass these comments back to R&IS.

**ACTION: M Taylor**

**7 REF 2021 – Staff Circumstances update**

M Taylor reported the REF portal officially closed on 31 October 2019 after receiving over 380 reports of defined and complex personal circumstances. She confirmed the review committee had already met twice reviewing the initial 285 cases. The next meeting is scheduled for 10 December.

She acknowledged the assistance provided by HR colleagues across all four Colleges, noting the process has been extremely time consuming and overly administrative. She stressed there must be a 'lessons learned' discussion in order to influence future REF processes.

J Morrison and C Barr thanked all those involved with the REF Staff Circumstances process.

**8 Staff Items****8.1 – Staff Survey 2018 – Disabled Staff Focus Groups Feedback – Paper 5**

Members discussed the outcomes of the two focus groups held over the summer and the Disability Equality Group's proposed actions for the University, as detailed in Paper 5 by F Coton, in his capacity as Disability Equality Champion.

C Barr noted the experiences detailed in Appendix A & B were similar to those expressed in all of the previous staff surveys and resulting focus groups held with disabled staff. She stated it was now time to have a serious conversation about properly resourcing support for this group of staff, especially as the new student support structure does not have capacity for this.

The Convener and all members agreed all the recommendations from Paper 5. The Convener asked M Taylor and F Coton to take this forward initially, recognising the need to involve the other areas identified in the cover sheet.

**ACTION: M Taylor/F Coton**

**9 Student Items****9.1 – Student Protected Characteristics Data – Paper 6**

M Taylor presented Paper 6 which outlined a proposal for data collecting student equality related data collection in order to address the previously identified gaps in the University's understanding of our students' journeys.

Members suggested further additions to the proposed data capture should include:

- Carers/Parents, Care Leavers and Nationality and Refugee status

M Taylor confirmed these additional suggestions with Dr D Welch, Deputy Secretary, when they meet on 12 November.

**ACTION: M Taylor/R Partridge**

S Kirby confirmed there were no further current student items for discussion.

## 10 Equality Champions Updates

### 10.1 - Gender Equality Steering Group

J Morrison reported the Group's recent discussions:

- Athena SWAN – 4 successful awards from the April round of submissions – 2 Bronze and 2 Silver. Gender Equality Officer, Dr K Farrell, is currently supporting 9 Schools/Research Institutes who intend to submit applications in the upcoming November deadline.
- University's upcoming involvement in the 'Fearless Glasgow' initiative relating to a zero-tolerance approach to gender-based violence and all forms of sexual harassment.
- The Group welcomed the recent approval by SMG of the new Carers' Policy.
- The Group discussed, following their review and consultation process, SFC's recently strengthened guidance for HE/FE institution's Gender Action Plans.

### 10.2 - Mental Health Group

D Duncan reported the SFC has provided an additional £200,000 per year over the next 4 years for student mental health provision. This will allow for additional student counselling resources and access to a Mental Health Nurse, who will work across both the University and NHS, as well as expanding the current Peer Support Network.

D Duncan stated the current mental health provision for staff, provided via the Staff Assistance Provider (PAM Assist), is to be reviewed to ensure it is fit for purpose.

### 10.3 - Race Equality Group

B Dean noted there was nothing further to report from the Group that had not been discussed under item 5.

### 10.4 - Age Equality

M Taylor reported after taking on the role, M Calder has advised she is looking into conditions/development of young academic staff, in particular whether the Postgraduate Certificate in Academic Practice (PGCAP) is fit for purpose.

### 10.5 - Religion and Belief Update

M Taylor reported, on behalf of N Juster, a new University Chaplain has been appointed, however there may be a delay in them taking up their post.

### 10.6 - Disability Equality Group

M Taylor reported, on behalf of F Coton, the main issues discussed:

- Karen Lee, Director of Strategy, Performance and Transformation, attended to provide members with an overview of the major complexities and challenges of teaching room allocations in relation to accommodating both staff and student disabilities – particularly where notification is received late.
- Group reviewed an updated BSL Action Plan, noting the considerable costs and additional time required for providing BSL video translation.
- Discussions on the Final Review Report of the Accessible and Inclusive Learning Policy, how this intersects with the Lecture Recording Policy and how current facilities and resources affect compliance with both policies.

T McFerran advised the SRC recently met with the Disability Service to discuss the current Lecture Recording Policy and how the needs of students, many with hidden disabilities, are not being met

due to the lack of lecture capture facilities. S Kirby noted the proposal to amend the Lecture Recording Policy to require teaching staff to 'opt out' has met with some resistance but hoped these could be addressed to allow this to be implemented during the new semester.

#### 10.7 - LGBT+ Equality Group

M Taylor reported on behalf of R O Maolalaigh:

- J Kelly has been working with Information Services and Registry to implement new systems changes to allow Transgender students' preferred names appear across various University systems such as Moodle and MyCampus, while ensuring their Primary name remains for the purposes of their Degree Certificate. Further systems changes, due to be fully implemented for registration and enrolment for 2020, will allow ID cards to use the Preferred Name, where specified, by default.
- The University has entered a submission to Stonewall's Workplace Equality Index, with results due in late January 2020.

#### 10.8 - Refugee and Asylum Seekers

M Taylor reported R Sandison had met with a number of key individuals and organisations:

- Proposal to join '[Universities of Sanctuary](#)' – this may be brought to the next EDSC meeting.
- Engagement with [Refuweegeee](#) – looking at possible internships
- Discussions with University of Edinburgh on co-hosting CARA academic positions.

S Kirby stated the SRC welcomed the University of Sanctuary proposal, noting there was a real appetite for this in the student community.

J Morrison highlighted the University already has 2 CARA academics; from Yemen and Palestine. She noted the significant complexities involved in bringing the academics to Glasgow and thanked both C Barr and D Duncan for their assistance with this. She also expressed the view there may not be any benefit co-hosting with the University of Edinburgh and suggested she and D Duncan discuss this with R Sandison.

**ACTION: J Morrison/D Duncan/R Sandison**

### **11 Items for Information**

#### 11.1 – Accessible and Inclusive Learning Policy - Review Report – Paper 7

M Taylor noted the Policy is currently going through approval processes. If members wish amendments, they should be highlighted directly to Prof S Biello.

**ACTION: All**

### **12 Any Other Business**

#### 12.1 – Memorandum of Understanding between SFC and EHRC

M Taylor updated members on the proposal for the SFC to take over the monitoring of Public Sector Equality Duties from the EHRC. She noted there are concerns across the Scottish HE/FE sector as the EHRC are the experts in the equalities field, not the SFC. She cited the recent requirement from the SFC for funding bids to have Equality and Human Rights Impact Assessments; their guidance for conducting these is unclear and unhelpful. She stated it was unclear how this proposed change will affect future University Outcome Agreements.

### **13 Date of Next Meeting**

19 March 2020 at 10:00 – 12:00, Melville Room