Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 30 May 2017
Melville Room, Level 4, Gilbert Scott Building

Present: Prof Neal Juster (Convener, vice Principal Anton Muscatelli), Prof Anne Anderson, Mrs Christine Barr, Prof James Conroy, Prof Frank Coton, Dr David Duncan, Mrs Christine Lowther, Mrs Margaret-Ann McParland, Miss Erin Ross, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor

Apologies: Prof John Briggs, Mr Ameer Ibrahim, Principal Anton Muscatelli, Prof Roibeard O Maolalaigh, Miss Rachel Sandison

Attending: Mrs Janell Kelly (clerk), Miss Katie Cattanach

1 Welcome and Apologies
Professor Juster advised he had been invited to convene this meeting, as the Principal had been called away on other University business. He noted the other apologies received.

The Convener advised Prof Roibeard O Maolalaigh had agreed to take over the role of Gender and Sexual Diversity Equality Champion and welcomed Dr David Duncan, who had agreed to undertake the new role of Mental Health Champion.

The Convener also welcomed Katie Cattanach, Ambitious Futures Graduate, who would be observing the meeting.

2 Minutes of the Previous Meeting – EDSC/20170228/Minutes1.0
The minutes were approved as an accurate record.

3 Matters arising from meeting held on 28 February 2017 – Paper 1
The Convener noted most actions from the previous meeting had been completed. Further updates were provided:

Action Point 4 – Council for At-Risk Academics (CARA)
The Convener noted the University had confirmed it would continue the current funding for the Glasgow Council for At-Risk Academics (CARA) Fellowship and would look for other ways to support the work of CARA.

Action Point 9 – PSED – Student Survey possible addition of mental health related questions
M Taylor confirmed she had approached Kirsty Scanlan, Planning and Business Intelligence, and was awaiting a response. An update would be provided at the next meeting.

ACTION: EDU

Action Point 10 – Gender Based Violence Strategy
Members noted SMG received a paper in May 2017 on the work of the University’s Gender Based Violence Strategy Group, which is chaired by Prof Anderson. This detailed the background, work already undertaken, future work as well as key issues for the University.
A Anderson highlighted E Ross’s work, with Rape Crisis Scotland, on a series of Consent workshops and ‘train the trainer’ sessions, resulting in delivery to hundreds of students, including Freshers’ Helpers and Living Support Assistants. The SMG paper would be circulated to members for information.

**ACTION: EDU**

C Lowther advised Scottish Funding Council is due to host a ‘Preventing and responding to Violence Against Women in Scottish HE’ workshop on 14 June to share best practice across the sector and advised discussions are underway with University of Stirling to look at staff training around this area.

3.1 – Guidance on Equality Implications Section for Committee Paper Coversheets – Paper 2

M Taylor confirmed the guidance document had been circulated to both Court Office and Senate Office for use with all their committees. Members noted the Equality Implications section of coversheets should never be left blank or state ‘not applicable’.

M Taylor advised she would be delivering an Equality Impact Assessment training session for Senate Office staff in late June.

4 **SFC Gender Action Plan (GAP) Update – Paper 3**

A Anderson presented Paper 3, which detailed an overview of the current activity towards developing the University’s response to the SFC’s Gender Action Plan. The deadline for the finalised response is 31 July 2017.

The main SFC GAP priorities for universities are ‘By 2030, no subject has an extreme gender imbalance (75:25)’ with an overall aim of increasing male participation in undergraduate study. M Taylor clarified the SFC GAP relates to Scottish Domiciled Undergraduate Entrants (SDUE) only.

A Anderson advised the targeted subject areas for the University of Glasgow are Computing Sciences, Education, Engineering, Nursing, Physics & Astronomy and Psychology.

Following discussions with the SFC Outcome Agreement Manager, M Taylor noted:

- Initial two-year period of action plans could include capacity-building actions, such as relevant research projects.
- Measureable milestones (targets) will be expected to be included for years 3, 4 & 5.
- Future GAP progress will be monitored through the University’s Outcome Agreement.

A Anderson reminded members the University has an excellent reputation for its Widening Participation programmes and many of the existing projects could be aligned with this piece of work. The Schools are all keen to collaborate and share best practice. She stressed these types of activities are resource intensive for subject areas and the University must ensure they are properly supported to ensure the GAP milestones are met.

M Taylor confirmed finalised SFC GAP documents would be presented to the SMG for approval and will be circulated to EDSC and the Gender Equality Steering Group (GESG) once approved.

**ACTION: EDU**

5 **Gender Pay Strategy 2017-2030 and Action Plan – Paper 4**

C Barr advised the Gender Pay Strategy and Action Plan was presented for information, as it had been reviewed and approved by a number of other University committees, including Court.
She noted the Gender Pay Gap had reduced over recent years, to the current 18.2%. Further positives can be seen in the increase in female Professors, from 20.5% in 2012 to 24% in 2017 and highlighted the Early Career Development Programme (ECDP) as contributing to these positive trends.

Members noted the use of workload modelling had not been mentioned within the report. Current research and anecdotal evidence shows women are more likely to be asked to undertake roles which may not be as valued when seeking career progression. The Convener noted using workload modelling would assist in identifying such staff and Schools could then look to provide other opportunities.

L Sutherland suggested interim milestones be included in the Action Plan. C Barr confirmed the University is required to report on Gender Pay on an annual basis and the Action Plan would be reviewed and updated accordingly.

The Convener thanked C Barr for the report.

6 Equality Pay Statements – Gender, Disability and Ethnicity – Paper 5
M Taylor reminded members the Public Sector Equality Duty (PSED) has required the University to report on Equal Pay and Pay Gap in relation to Gender for a number of years. From 2017 PSED reporting now requires additional Equal Pay Statements for Disability and Ethnicity. She noted there is currently no requirement to report on the Pay Gap for these areas, however the University has provided this.

Members noted high rates of non-disclosure for both Disability and Ethnicity makes it difficult to draw clear conclusions. M Taylor reported:
- Data appears to show no vertical or horizontal occupation segregation for Disability.
- There seems to be vertical occupational grouping at the middle grades for Ethnicity, and horizontally, with Black and Minority Ethnic (BME) staff clustered in Research and Teaching (R&T) and Clinical job families.
- There appeared to be no overall pay gap disparity for Disabled or BME staff.

M Taylor drew members’ attention to the actions arising from the review of this information shown on Page 7. She advised a meeting had already been arranged with Operations to look at ways to increase declaration rates.

A Anderson suggested differing approaches would be required for UK and International BME staff, both for increasing declaration rates and when looking at pay rates, as many International staff within the R&T job family will identify as BME.

M Taylor acknowledged Ethnicity and Nationality are complex issues which would be looked at with the assistance of the Race Equality Group, using the Race Equality Chartermark as a framework.

7 Harassment Volunteer Network Report 2016-17 – Paper 6
M Taylor presented Paper 6 which outlined the alleged harassment cases seen by the Harassment Volunteer Network during the last year. M Taylor highlighted all the Student cases related to ‘Unwanted Sexual Advances’ and two appeared to involve the same alleged harasser, who appeared to be from outside the University community.
Members discussed the small number of Staff cases reported, in relation to the relevant statistics within the Staff Survey and those seen by Trades Union representatives.

The Convener and M Taylor acknowledged the report and number of cases did not reflect the full picture but stressed the Network formed an important element of support for both staff and students.

M Taylor advised the next stage of the Full Stop campaign, to be rolled out in the next academic year, would cover training for Line Managers. She confirmed a recruitment campaign would also be run over the summer months in an attempt to boost named Adviser numbers. It was hoped the adviser recruitment campaign and Full Stop work would again raise awareness of the Network.

Members welcomed the change of title for the advisers to Respect Advisers.

8 Embedding Equality and Diversity in University Conferences and Events – Paper 7
M Taylor presented Paper 7 on behalf of Dr Tanita Casci, Head of Research Policy from the Research Strategy and Innovation Office (RSIO). She advised RSIO had identified a concern with a number of funding requests for conferences where diversity had not been considered, resulting in University supporting conferences with poor gender representation. As a result RSIO worked with EDU to draft guidance for those seeking University funding for research conferences.

Members broadly welcomed the guidance but recommended the initial paragraph should be expanded to highlight support is available to event organisers and the University does welcome and support hosting conferences.

D Duncan agreed to raise the guidance with the Conferences and Events team and request they make contact with Dr Casci to assist with redrafting the initial paragraph. M Taylor confirmed she would also feedback members’ views to Dr Casci.

ACTION: D Duncan/ M Taylor

9 GU Students’ Representative Council – Student Parents’ Survey Report – Paper 8
E Ross presented Paper 8, advising members at the time of the report the University had 1529 student parents (6% of student population) and the survey had a response rate of 36%.

She noted the following from the report:
- 49% of respondents had considered ‘dropping out’ due to their childcare/paternal responsibilities and amongst full-time Undergraduates this rose to 63%.
- Absence and missing lectures due to childcare was the main concern.
- Concerns over lack of consistent support across the Colleges and subjects.
- Concerns over lack of ‘children on campus’ policy or child friendly space to study.
- Most requested change was to provide on-campus crèche facilities.

J Conroy stated many of the areas of concern echoed those of the Mature Students Association.

E Ross noted the Library had since confirmed children are allowed on the busier floors but this needed to be better publicised to Library users. She confirmed the SRC wished to develop a Student Parents Policy similar to the existing Student Carers Policy.
Members supported the development of such a policy which would provide a framework for building support for this growing group within the student population.

M Taylor reminded members EDU had investigated the provision of crèche facilities previously noting there are many challenges associated such as costs involved, shortage of suitable space, resources and differing school area holiday weeks.

E Ross confirmed a working group had been set up to develop the policy and other supporting guidance, with the first meeting scheduled for early July. She highlighted the need to ensure any subsequent policy and guidance was widely advertised, and proactively provided to relevant groups, to ensure students and staff are fully aware of it.

Members welcomed the report and commended the SRC for their work in this area.

## 10 PSED Equality Outcomes Updates

### 10.1 – Equality and Diversity Communications Plan – Paper 9

M Taylor advised the draft Communication Plan would be dependent on the availability of various stakeholders, such as Equality Champions and resources within EDU.

J Conroy noted there were no actions relating to Age. M Taylor confirmed the Student Parents’ Policy work and launch would be incorporated into the plan.

**ACTION: EDU**

### 10.2 – E&D Essentials Training Statistics Update – Paper 10

M Taylor highlighted the percentage of all staff having completed the Equality and Diversity Essentials course had increased to 76% as at 19 May 2017. When removing the Fractional and Zero hours staff the figure rose to 84%.

M Taylor acknowledged, whilst this falls short of the +90% target which had been retained within the new PSED Equality Outcomes, the numbers of completions had been steadily climbing and showed the good work being done in the local areas was paying dividend.

Members noted the ‘all staff’ figure may drop again at the beginning of the new academic year with the new intake of Graduate Teaching Assistants and Tutors.

### 10.3 – Disabled Staff Support Update

M Taylor reported a working group of stakeholders had held several meetings to agree a revised referral process for disabled staff; looking at process mapping, responsibilities, paperwork and consent required, approvals and IT systems involved. The group will meet again soon to agree the financial approval processes.

F Coton welcomed this news but stressed the need to clearly delineate ownership of the various responsibilities and activity milestones within the process and to ensure the staff member is not left to chase the various parties for information/updates.

M Taylor also advised members the University has signed up to the UK Government’s Disability Confident scheme, which replaces the previous Two Ticks scheme. This is a more in-depth programme and this work on the referral process forms the first steps towards full accreditation.
Equality and Diversity Champions – Current Developments/Updates

11.1 Draft Equality Champion Role Description
Members agreed the revised role description subject to the wording of the first paragraph being amended to convey a more active role, noting the use of ‘reiterating’ did not capture the required commitment.

ACTION: EDU

11.2 Gender Equality Steering Group
A Anderson referred members to the developments discussed earlier in this meeting and to the upcoming Paper 12. She noted, due the number of upcoming Athena SWAN submissions, careful management would be required to ensure workloads for the Gender Equality Officer were realistic and manageable.

11.3 Mental Health
D Duncan advised as an initial action for his new role he had arranged for Pete Quinn from Pete Quinn Consulting to assess the University’s current Staff and Student Mental Health provision.

11.4 Disability Equality Group
F Coton advised the Disability Service would be continuing with the use of Quicksan©, an online Dyslexia Screening programme, which they had piloted over the last year. This facility had freed up considerable appointment time for disability advisers.

He reported the Academic Standards Committee (ASC) had considered an issue raised by the SRC regarding reasonable adjustments for minimum extra time for short exams/class tests. Senate Office had reviewed best practice from other institutions and the policy would be amended from the start of the new academic year. F Coton advised he would be also be discussing possible alternative assessment methods for students with mental health difficulties with Senate Office.

11.5 Religion or Belief
The Convener advised he had held discussions with faith based student societies and thanked the SRC who had run the workshop.

11.6 Race Equality Group
M Taylor advised, on behalf of J Briggs, the Group would be joined by Prof Simon Newman who is a member of the Glasgow Black History Strategic Group (BHSG). She noted Hospitality is enthusiastically working with the SRC to showcase African and Caribbean foods during October as part of Black History Month. It was hoped further events will be held.

11.7 Gender and Sexual Diversity Equality Group
M Taylor noted the group had been discussing a range of different topics including how to include LGBT healthcare issues within the medical curriculum, and support for LGBT students who go abroad as part of their studies.

Items for Information

12.1 – Athena SWAN Awards/Submissions Update – Paper 12
Members welcomed the excellent news of the two new Bronze awards announced in April 2017 and acknowledged the need for management of future submissions, due to the high level of support required for those areas new to the Athena SWAN process.
13  **Any Other Business**

13.1 – Russell Group Pro-Vice-Chancellor Equality Group  
The Convener advised he would be attending a new Russell Group and would report back to EDSC following the first meeting.  

**ACTION:** Convener

13.2 – Students’ Representative Council Officers  
Members noted this would be the last EDSC meeting for Erin Ross as she would be leaving the University at the end of her year as SRC VP Student Support. Members expressed their good wishes for the future. Members also expressed their thanks to Ameer Ibrahim as he was also coming to the end of his term of office as SRC President.

No other business was raised and the meeting was closed.

14  **Date of Next Meeting**  
To be confirmed