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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 1ST MARCH 2023

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton, Dr A. Ghalib, Dr P. Haynes, Dr O. Khaiyat, Dr E. Pritchard, Mr J. Ryan, Ms C Talbot, Ms O. Vann, Dr K. Wagner, Dr K. Wilson

Apologies: Mr J. Ellison

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 16th November 2022. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Decolonisation of the Curriculum

The Chair thanked Dr Wagner and other colleagues for circulating the action plan and assured members that this matter is being taken forward.

(ii) Complaints from Disabled Students

The Chair informed members that Mr Dykins had informed her that the number of complaints from disabled students was comparatively small and that there were no common themes among them.

(iii) Access and Participation Plan

Dr Anderson informed members that he had not yet looked into different modes of assessment for students at Creative Campus, but would do so.

(iv) Marital Titles

Dr Pritchard informed members that Dr Yeates has suggested that the default be for colleagues be referred to by their names, unless they request otherwise. Members concurred with this suggestion and the Chair undertook to progress this at University level.

ACTION: Chair to progress, as above.

(v) Café Doors at Creative Campus

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Mr Atherton informed members that Estates have requested photographs of the doors, which he is in the process of supplying. The Chair undertook to ask Mr Ellison about the possibility of conducting an accessibility audit at Creative Campus.

ACTION: Chair to contact Mr Ellison, as above.

3. Access and Participation Plan Update and Planning

Members had received the update on preparing for the production of the next Access and Participation Plan. The Chair informed members that OfS have informed HEIs that, aside from 30 to 50 providers being asked to submit new access and participation plans this summer, all other providers are being asked to submit new access and participation plans in spring or summer 2024 – these plans would take affect for the 2025-26 academic year onwards. The Chair added that the University is not among the 30-50 providers mentioned above. The Chair drew members' attention to the section relating to the Equality of Opportunities Risk Register. The Chair also drew members' attention to the Shaping Futures and Hope Challenge collaborations, which aim to raise aspirations in primary and secondary school pupils. The Chair asked that any members who wish to be involved with either of these collaborations contact her.

ACTION: Members to contact Chair, as above.

4. Women in Leadership Report, plus action plan and progress

The Chair informed members that this item is being held over to the next meeting in order to allow Dr Haughan to attend and present the report.

ACTION: Mr Jones to add to agenda for next meeting.

5. Equality and Diversity Annual Student Data Report 2021/22 and Summary

Members had received the annual Equality and Diversity Annual Student Data Report 2021/22 and Summary. The Chair suggested that Dr Cheatle and Ms Weir be invited to the next meeting to discuss inclusive assessment practice in terms of non-disabled students.

ACTION: Mr Jones to invite Dr Cheatle and Ms Weir to next meeting, as above.

6. Equality and Diversity Annual Staff Data Report 2021/22

Members had received the Equality and Diversity Annual Staff Data Report 2021/22. Ms Talbot informed members that while the proportions of staff who disclosed as disabled have consistently been higher than among professional and support staff than academic staff, disclosure rates for both groups have increased over time, adding that there has been an overall increase over the last ten years in the number of BAME

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staff in the sector but this increase continues to be in predominantly academic roles. Ms Talbot added that women remain under-represented across the sector in SET (Science, Engineering and Technology) subjects areas and senior management roles.

7. Student Update from LHSU

Ms Vann informed members that there are a number of accessibility issues in relation to the current location of the Students' Union office, with particular reference to the powered door. The Chair asked Mr Jones to request that Mr Ellison regularly check power-assisted doors on campus.

ACTION: Mr Jones to contact Mr Ellison, as above.

8. Staff Issues

Dr Pritchard informed members that the disabled parking by the Social Sciences building is being misused. Dr Pritchard requested that disabled staff be issued with key fobs to allow access to the barrier-protected area by Social Sciences after 6pm. The Chair asked Mr Jones to contact Mr Ellison re this.

ACTION: Mr Jones to contact Mr Ellison, as above.

The Chair asked Mr Jones to contact Mr Dumbleton to check whether the accessibility pages of the website show the location of disabled parking spaces.

ACTION: Mr Jones to contact Mr Dumbleton, as above.

Ms Talbot informed members that the Menopause Policy has now been drafted and is currently going through the consultation process.

9. Enhancement & Advancement

Dr Anderson informed members that the Respect Group has a number of events coming up in the near future, and requested that the University make representatives available to attend these. The Chair concurred with this suggestion.

10. AOB

Mr Ryan suggested that the group examine attrition rates for all students with protected characteristics. The Chair undertook to bring this information to the next meeting.

ACTION: Chair to bring information, as above.