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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 2nd JUNE 2021

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Dr T. Gallagher-Mitchell, Dr A. Ghalib, Dr O. Khaiyat, Ms T. Lewin, Mr J. Ryan, Ms S. Wills, Dr K. Wilson

Secretariat: Mr M. Jones

APOLOGIES: Dr P. Haynes

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 24th March 2021. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Pregnancy, Maternity, Paternity and Adoption Policy

The Chair confirmed that she had contacted Ms McManniman re training for colleagues conducting Risk Assessments for pregnant members of staff, and undertook to update members when she received a response. Mr Ryan added that he is working with Ms McManniman to draft a specific Risk Assessment for pregnant students and would share the draft with members. Dr Gallagher-Mitchell confirmed that he would send draft wording re adoption policy to Mr Ryan.

(ii) Racial Harassment and Antisemitism

Dr Gallagher-Mitchell informed members that UCU does not agree with the IHRA definition of antisemitism, having a preference for the Jerusalem Declaration which it believes to be more politically neutral. Dr Gallagher-Mitchell asked for detail as to the process by which the University adopted the IHRA definition. The Chair responded that the IHRA definition was examined by Academic Committee. The Chair asked Mr Jones to circulate the IHRA definition to members. Dr Gallagher-Mitchell circulated the Jerusalem Declaration to members.

ACTION: Mr Jones to circulate IHRA definition, as above.

(iii) Data Relating to Complaints and Discipline Matters

Mr Jones confirmed that he had contacted Ms Gittins and Mr Dykins re this and undertook to do so again. Mr Ryan informed members that construction of the hate-motivated behaviour reporting tool is nearing completion, with an expectation that it will be complete by the start of the 2021/22 academic year.

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(iv) Support For Colleagues Undergoing Gender Reassignment

Ms Lewin informed members that the webpage giving information on support for colleagues undergoing gender reassignment has been updated.

(v) Flexible Working Arrangements

Dr Gallagher-Mitchell suggested that any USET decisions relating to flexible working arrangements for 2021/22 come to EDSC for consideration. Mr Ryan voiced the opinion that the committee's remit would only cover flexible working arrangements insofar as they affected protected characteristics.

(vi) Moodle Accessibility

Dr Wilson informed members that Ms Smith has been allocated two slots at the next Learning & Teaching Day to discuss Moodle accessibility.

3. Terms of Reference

Members had received the Terms of Reference for review. The Chair noted that the date terminology (eg SMT) were in need of updating. The Chair asked Messrs Dykins and Jones to review the membership and ensure that OLT and the School of Education are represented.

ACTION: Messrs Dykins and Jones to review membership, as above.

4. Updated Equality and Diversity Objectives June 2021

Members had received the updated Equality & Diversity Objectives. The Chair informed members that the continuation gap has increased for students from low-participation areas. The Chair added that the attainment gap for students from low-participation areas has improved. The Chair informed members that the attainment gap for students with disabilities has reduced to 1%. Mr Ryan attributed this in part to the flexible assessment arrangements put in place during the pandemic. Dr Gallagher-Mitchell reminded members of the potential impact of such arrangements on academic workloads (eg marking). Dr Gallagher-Mitchell added that some of the University's accrediting bodies (eg BPS) require students to complete specific assessments. The Chair thanked members for their work in achieving the progress which the University has made in relation to its Equality & Diversity Objectives in the 2020/21 academic year.

5. 2019-2020 Access and Participation Plan Monitoring Report Update

Members had received the updated 2019/20 Access and Participation Monitoring Report. The Chair informed members that the report had been submitted to OfS in April 2021 and the University is awaiting feedback. The Chair noted that more progress

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is required in the area of access for mature students. The Chair informed members of her intention to include a section in future reports detailing progress and good practice at school and department level for students with protected characteristics. Dr Ghalib suggested the University run 'roadshow' events in the community to encourage students from underrepresented communities to apply to Liverpool Hope. The Chair asked Dr Ghalib to contact Dr Wakefield in relation to this.

ACTION: Dr Ghalib to contact Dr Wakefield, as above.

6. Staff Issues

Dr Wilson welcomed the University's new Domestic Abuse Policy and asked whether action could be taken to ensure its dissemination among colleagues who do not use the internet as part of their duties. Ms Lewin assured members that work on this is being undertaken with colleagues in Domestic Services and Campus Services.

Dr Gallagher-Mitchell suggested that the University establish networks for staff groups with shared characteristics, with the intention of increasing visibility on campus and providing the University with opportunity to consult such groups on matters which may affect them. Ms Lewin responded that she had been in contact with Professor Newport about this and requested that Dr Gallagher-Mitchell contact Professor Newport.

ACTION: Dr Gallagher-Mitchell to contact Professor Newport, as above.

7. Student Update from LHSU

Ms Wills informed members that Pride Month has coincided with the Students' Union's ability to resume holding face-to-face events, adding that a programme of events is taking place on campus. Ms Wills added that the Students' Union's Trans Officer has been in touch with Ms Anton with a view to offering guidance on trans issues to staff. Ms Wills added that this would form part of the forthcoming Learning & Teaching Day.

8. Enhancement & Advancement

Dr Anderson drew members' attention towards Creative & Performing Arts' work on access for prisoners. Dr Gallagher-Mitchell asked whether the Access to Social Work programme is being monitored. The Chair confirmed that this was the case and undertook to contact Professor Lavalette for an update.

ACTION: Chair to contact Professor Lavalette, as above.

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9. AOB

Dr Gallagher-Mitchell noted that Athena SWAN has now completed its review and requested an update on the University's plans in relation to the charter. Ms Lewin responded that she had updated senior managers with the outcome of the review.