

CONFIRMED

LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 2nd MARCH 2022

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton Dr A. Ghalib, Dr O. Khaiyat, Mr J. Ryan, Ms C Talbot, Ms S. Trujillo, Dr K. Wilson

Apologies: Dr T. Gallagher-Mitchell, Dr P. Haynes

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 8th December 2021. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Membership

Mr Jones confirmed that the membership had been updated.

(ii) University Networks

Due to Dr Gallagher-Mitchell's absence this was carried over to the next meeting.

(iii) Modern Slavery

Due to Dr Gallagher-Mitchell's absence this was carried over to the next meeting.

(iv) NML Respect Group

Dr Anderson undertook to invite a member of the group to a future meeting of the committee.

ACTION: Dr Anderson to issue invitation, as above.

(v) Academic Appeals

Mr Jones confirmed that Mr Dykins had informed him that non-academic complaints had been included in the report.

(vi) Cornerstone Building Lifts

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The Chair informed members that Mr Ellison has responded to her query. Dr Anderson informed members that alternative, accessible, spaces are currently available for Dance students. Mr Atherton raised an issue relating to the doors to the Cornerstone café. The Chair asked Mr Jones to contact Mr Ellison re this.

ACTION: Mr Jones to contact Mr Ellison re Cornerstone café doors.

(vii) Titles

The Chair informed members she had raised the issue with Mr Dykins, who had informed her that in instances where colleagues did not wish to be referred to by a title in minutes, they could request that their full name be used.

3. Access and Participation Plan Update

Members had received the Access and Participation Plan update. The Chair informed members that the Office for Students has briefed the sector on some of the details for new APPs: (i) Evaluation, (ii) Access and participation work will align with, and be seen as a crucial part of, the OfS's quality and standards work. (ii) More impactful school-university partnership activity. The Chair added that the Office for Students will also be conducting a formal evaluation of APP progress from 2020-21, with data uploaded to the dashboard and institutions producing a reflective impact report in the autumn.

The Chair informed members that universities will need to submit variations to their APPs in May 2022, detailing plans up to the end of 2023/24 when a new plan will come into force

4. Staff Update

Members had received the Staff Data Report for 2020-21. Members noted that 11.3% of staff had disclosed a disability (11.8% in 2019-20), 59.5% of staff were female (59.2% in 2019-20) and 6.02% of staff were Global Majority (5.00% in 2019-20). Mr Ryan noted that the proportion of Global Majority staff is 4% lower than the national benchmark and asked whether the University's recruitment materials currently state that it positively welcomes Global Majority applicants. Ms Talbot undertook to discuss this with colleagues in Personnel.

ACTION: Ms Talbot to discuss with colleagues in Personnel, as above.

The Chair informed members that Dr Haughan is progressing work on the 'Women In Leadership' programme.

5. Staff Issues

Dr Wilson asked whether UCU currently has a women's officer. Ms Talbot undertook to check this with Mr Catterall.

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ACTION: Ms Talbot to check with Mr Catterall, as above.

6. Student Update from LHSU

Ms Trujillo updated members on Students' Union activities, including University Mental Health Day and the Hope Star Awards.

7. Enhancement & Advancement

Dr Wilson updated members on Ms Smith's work on a framework to increase accessibility on Moodle. Dr Ghalib informed members of discussions at the recent Learning & Teaching day in relation to widening participation by enabling current Liverpool Hope students to return to their old school to talk about the benefits of higher education.