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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 8th DECEMBER 2021

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton, Dr T. Gallagher-Mitchell, Dr A. Ghalib, Mr M. Hayes, Dr P. Haynes, Dr O. Khaiyat, Mr J. Ryan, Ms C Talbot, Ms S. Trujillo, Dr K. Wilson

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 2nd June 2021. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) IHRA Definition

Mr Jones confirmed that this had been distributed.

(ii) Membership

The Chair asked Mr Jones to check with Mr Dykins that this had been done.

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

(iii) University Networks

Dr Gallagher-Mitchell informed members that he is awaiting a response from Professor Newport and undertook to distribute the paper to Dr Haughan and members of the steering committee.

ACTION: Dr Gallagher-Mitchell to distribute paper, as above.

3. Annual Report to University Council

Members had received the Annual Report to University Council.

4. Modern Slavery and Human Trafficking

Members had received the University's current statement on Modern Slavery and Human Trafficking. Mr Hayes informed members that the University is currently working to widen the area covered by the statement, giving examples such as 'county

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lines' drug dealing and exploitation of international students who may be unaware of UK employment law. Ms Trujillo welcomed the reference to unpaid internships and expressed the Students' Union's willingness to work with the University in this area. Mr Hayes reminded members that a training module in relation to modern slavery is available on the University's online store and suggested that an item be put in the staff bulletin in relation to this. Dr Gallagher-Mitchell emphasised the importance of this subject being included in the curriculum. The Chair asked Dr Gallagher-Mitchell to contact Ms Talbot re this.

ACTION: Dr Gallagher-Mitchell to contact Ms Talbot, as above.

Dr Anderson suggested the steering committee make contact with National Museums Liverpool's Respect Group, who are currently doing work in this area.

5. Annual Report on Academic Appeals

Members had received the annual report on academic appeals. The Chair asked Mr Jones to check with Mr Dykins whether non-academic complaints were included in the report.

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

6. Staff Circumstances Report

Members had received the Staff Circumstances Report.

7. Update on 2020-24 Equality & Diversity Objectives

Members had received the update on the 2020-24 Equality & Diversity Objectives. Ms Talbot informed members that the Aurora programme had been re-advertised in the bulleting and that a number of applications have been received. The Chair drew members' attention to the section relating to the Creative Campus. Dr Anderson raised the issue of the lifts in the Cornerstone Building. The Chair asked Mr Jones to contact Mr Ellison re this.

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

8. Equality and Diversity Annual Student Data Report

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Members had received the annual student data report. The Chair thanked Mr Wright for his work on the report. Members noted that a higher proportion of disabled students continued or qualified than non-disabled entrants.

9. Access and Participation Plan update

Members had received the Chair's report. Members noted that the areas highlighted in red are areas in which the University has yet to eliminate differences in progression. Ms Trujillo emphasised the importance of inviting relevant people to participate in focus groups. The Chair asked Mr Trujillo to join Dr Gallagher-Mitchell's Access and Participation Plan Implementation Group.

ACTION: Ms Trujillo to join Dr Gallagher-Mitchells' group, as above.

Dr Khaiyat asked whether information could be made available comparing schools. The Chair undertook to ask Mr Wright to contact Dr Khaiyat re this.

ACTION: Chair to contact Mr Wright, as above.

The Chair informed members that the Office for Students has requested that HE providers rewrite their current five year Access and Participation Plans in line with a new template.

10. Staff Issues

Dr Gallagher-Mitchell raised an issue on behalf of female members of staff in relation to titles used in minutes and reports (eg Ms/Miss/Mrs). The Chair asked Mr Jones to discuss this with Mr Dykins.

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

Dr Gallagher-Mitchell raised the issue of a perceived predominance of male members of staff on promotions panels and asked whether such panels could be said to reflect the Liverpool Hope community. Ms Talbot responded that this issue reflected the number of female colleagues in senior positions in the University.

11. Student Update from LHSU

Ms Trujillo updated members on Students' Union activities, including a protest against drink spiking, Trans Awareness Week and the training of 300 course reps.