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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 9th DECEMBER 2020

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

Secretariat: Mr M. Jones

APOLOGIES: Dr G. Anderson

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 3rd June 2020. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Dignity at Work Policy (actum 2 (ii))

Ms Lewin informed members that the Student Pregnancy and Maternity Policy has been completed and will go USET for approval in January 2021. Dr Gallagher-Mitchell requested that the policy be shared with unions once USET has approved it.

(ii) Student Data (actum 2 (iii))

The Chair confirmed that she had contacted Dr Bennett re this.

(iii) Terms of Reference (actum 3)

Mr Jones confirmed that he had updated the Terms of Reference.

(iv) Equality & Diversity Objectives (actum 3)

The Chair confirmed that members had sent feedback to her.

(v) Equality & Diversity Policy (actum 3)

The Chair confirmed that Mr Catterall had ensured the staff policies listed in the document were up to date.

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3. Terms of Reference

Members had received the updated Terms of Reference. The Chair drew members' attention to the updated constitution of the committee. Dr Gallagher-Mitchell noted that the Equality Impact Audits conducted by the University related to staff and asked whether such audits applied also to students and, if so, whether this should be mentioned in the Terms of Reference. The Chair undertook to talk to Dr Haughan about Equality Impact Audits for students.

4. Annual Report to University Council

Members had received the annual Equality & Diversity Report to University Council. The Chair informed members that the report consisted of data from the 2018/19 academic year.

5. Update on 2020-24 Equality and Diversity Objectives

Members had received the updated Equality & Diversity Objectives for 2020-24. The Chair drew members' attention to objective one ('Ensure equality of opportunity for all our students') and reminded them that the Office for Students is looking to universities to close attainment gaps. The Chair added that the targets and deadlines were unaffected by the Covid 19 pandemic. The Chair informed members that while there have been improvements in a number of attainment metrics, these have been across the board and therefore have not reduced attainment gaps. The Chair added that the Student Data Team has produced data on the Access & Participation targets for individual Schools, informing members that members of the team would be attending School meetings to discuss these with colleagues. Dr Gallagher-Mitchell emphasised the importance of a consistency of approach to the Equality & Diversity Objectives across schools and departments. Mr Ryan concurred, suggesting that the University would benefit from a university-wide inclusive practice policy. The Chair informed members that the Community of Practice is currently working on this. The Chair undertook to contact Dr Bennett for an update on the inclusive curriculum.

ACTION: Chair to contact Dr Bennett re inclusive curriculum.

The Chair asked Mr Ryan to share with her the Office for Students' report on inclusive education.

ACTION: Mr Ryan to share report, as above.

Turning to objective three ('Recruit, retain and reward our academic, professional and support staff. '), Ms Lewin informed members that five colleagues have undertaken the Aurora programme this year. Turning to objective four ('Improve campus accessibility for students, staff and all who visit the University, '), the Chair informed members that Mr Ellison has supplied her with an update on this objective, adding that the campus maps are now available in a range of formats. Dr Gallagher-Mitchell reminded

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members of the importance of considering accessibility issues when designing one-way systems to make buildings Covid-secure.

In relation to objective five ('Enhance the University's inclusive approach to learning and teaching throughout the curriculum.') the Chair informed members that the University is currently working on issues relating to decolonising the curriculum. Ms Lewin asked whether the University's curriculum reviews have Equality Impact Assessments. Dr Gallagher-Mitchell undertook to work with Ms Lewin on a scoping exercise to see how this is approached at other institutions.

ACTION: Dr Gallagher-Mitchell to liaise with Ms Lewin, as above.

6. Equality & Diversity Annual Student Data Report

Members had received the Equality & Diversity Annual Student Data Report and the Appeals Data Report. Mr Ryan noted that the attainment gap for disabled students has narrowed to 3% (down from 12%). The Chair drew members' attention to underrepresentation of BAME students at the University (10% compared to 25% nationally). Dr Gallagher-Mitchell noted the underperformance of young white male students. Turning to the Appeals Data Report, the Chair informed members that no specific areas for concern had been identified, adding that the number of appeals for 2019/20 was 98 (114 in 2018/19).

7. Access & Participation Plan Update

Members had received the Access & Participation Plan update. The Chair drew members' attention to the fact earlier in the pandemic the Office for Students had informed universities that that flexibility would be allowed in respect of the APP, with a clear recognition that some planned activities could simply not go ahead and that the associated funding could instead be diverted to support the three key activities (the quality of learning and teaching; the financial health of universities and colleges; and support for the most vulnerable students.)

8. Staff Issues

Ms Lewin informed members that the Domestic Abuse Policy has now been drafted, in line with LRC guidance, and will now go through the approval process.

9. Student Update from LHSU

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Ms Wills reported that the Students' Union held a student forum earlier in the month, which had been well-attended. Ms Wills added that a BAME mental health event was being planned for the new year.