

# CONFIRMED

LIVERPOOL HOPE UNIVERSITY

## **EQUALITY AND DIVERSITY STEERING COMMITTEE: 24<sup>th</sup> MARCH 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 9<sup>th</sup> December 2020. The minutes were **APPROVED** by those who had attended as an accurate record.

### **2. Matters arising from the minutes**

The Chair confirmed that all action points from the previous meeting had been fulfilled.

### **3. Access & Participation Plan 2019/20 Monitoring Report**

The Chair informed members that the deadline for the monitoring report is approaching, adding that a draft of the report is currently being reviewed by Dr Haughan and Professor Pillay. The Chair informed members that once the report has been signed off she will circulate it to members and schedule an extraordinary meeting in order to discuss it.

### **4. Draft Student Pregnancy, Maternity, Paternity and Adoption Policy Statement**

Members had received the draft statement. Dr Gallagher-Mitchell raised the issue of Risk Assessments for pregnant members of staff, reporting that a number of managers have said they would appreciate further training in relation to this. The Chair undertook to contact Ms McManniman re this.

**ACTION: Chair to contact Ms McManniman, as above.**

Re adoption leave, Dr Gallagher-Mitchell informed members that adoption placements can occur at comparatively short notice and asked that this be mentioned in the document. Mr Ryan asked Dr Gallagher-Mitchell to send him draft wording re this.

**ACTION: Dr Gallagher-Mitchell to send draft wording to Mr Ryan, as above.**

## CONFIRMED

### **5. Liverpool Hope University - Tackling Racial Harassment and Antisemitism**

Members had received the University's draft action plan in response to UUK's recommendations for tackling racial harassment and antisemitism. Mr Ryan informed members that a web page in relation to this action plan is in the process of being established, adding that it will feature an online form for incident reports. The Chair asked Ms Lewin whether training would be available for members of staff in relation to completing Equality Impact Assessments. Ms Lewin responded that she would discuss this with Ms McManniman.

**ACTION: Ms Lewin to discuss with Ms McManniman, as above.**

Re point nine (data relating to complaints and discipline matters) The Chair asked for clarification as to how such data would be provided to EDSC. Ms Jones undertook to raise this with Ms Gittins and Mr Dykins.

**ACTION: Mr Jones to contact Ms Gittins and Mr Dykins, as above.**

### **6. Staff Issues**

Re the return to campus, Dr Gallagher-Mitchell requested clarification as to which elements of University are deemed to be 'essential'. Dr Gallagher-Mitchell also asked how many requests for mitigations have been made, and how many have been granted. Ms Lewin informed members that such information is not currently available, but informed members that, to date, eleven colleagues have accessed the additional carers' leave provided by the University.

Re maternity leave, Dr Gallagher-Mitchell requested that the process for managers to apply for funding to cover workload in the event of a colleague being on maternity leave be clarified. Ms Lewin informed Dr Gallagher-Mitchell that this issue would fall under the remit of JCNC's Special Interest Group.

Re an EIA of representation committees the Chair assured Dr Gallagher-Mitchell that she has asked Mr Dykins to look into this.

Re flexible working arrangements for staff Dr Gallagher-Mitchell voiced the opinion that a greater degree of flexibility for staff in relation to working from home might be possible in the aftermath of the pandemic. Dr Wilson seconded this opinion.

Re the Staff Data Return, Ms Lewin noted that the University does not currently have any members of staff aged under 21, and that the majority of colleagues in Grade One posts are female. Ms Lewin noted that the University's proportion of staff members with a disability is ahead of the sector. Dr Wilson emphasised the need for colleagues undergoing gender reassignment to be supported by the University. The Chair asked Ms Lewin to review the University's processes in this area.

**ACTION: Ms Lewin to review processes, as above.**

## CONFIRMED

### 7. Student Update from LHSU

Ms Wills informed members that the Students' Union organised five events during LGBT History Month in February, adding that the SU would be marking Trans Day of Visibility on 31<sup>st</sup> March with a resource pack sent out via the student bulletin.

### 8. Enhancement & Advancement

Dr Wilson informed that a new colleague, Elpiniki Smith, has been recruited by the University to work on accessibility issues on Moodle. Dr Wilson undertook to contact Dr Bennett to ask Ms Smith to provide an update on her work for the next meeting.

**ACTION: Dr Wilson to contact Dr Bennett, as above.**