

CONFIRMED

LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 8th February 2017

PRESENT: Mr G. Donelan (in the Chair), Mr A. Akinrele, Dr J. Bennett, Mr A. Catterall, Dr B. Dagger, Mr S. Hargraves, Dr P. Haynes, Ms T. Lewin, Ms H. McGarry, Dr A. Pereira, Mr J. Ryan, Mr D. Sennett, K. Charsley (Item 5)

Secretariat: Mr M. Jones

APOLOGIES: Mr J. Ellison

1. Minutes of the previous meeting

Mr Ryan requested that the words ‘...and is above sector benchmarks.’ be removed from discussion of satisfaction with the University among disabled students (Actum 4 (ii)). Subject to this change, the minutes of the meeting held on 1st June 2016 were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Equality & Diversity Annual Student Data Report (actum 2 (ii))

Ms McGarry informed members that she and Mr Akinrele had met following the previous meeting and had sent an email to all students asking them to ensure that their details on SRM are up to date.

(ii) DHLE Statistics and Protected Characteristics (actum 3)

The Chair informed members that Hope Works had supplied him with data relating to the number of students employed by Hope Works last year who declared a disability. Of 384 students employed by Hope Works in the 2015/16 academic year, six (1.5%) had a declared disability. To date in the 2016/17 academic year, there are 205 students employed by Hope Works, of whom one (0.48%) has declared a disability. The Chair reminded members that 17% of the University’s students have a declared disability and that this represents a disparity with the percentage of students with a declared disability who are employed by Hope Works.

Action: The Chair and Ms Mair to discuss ways in which Hope Works can better engage with students declaring a disability.

(iii) Equality & Diversity Objectives (actum 4 (i) – Inclusivity in Learning & Teaching)

Mr Ryan informed members that the Lecture Capture software is currently being trialled.

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Members had received the Annual Report on Staff and Student Data and the Chair thanked Ms Gittins for the work she had put into collating this. As the previous meeting had been cancelled, the annual report had not been published and members agreed that the data for 2015/16 should now be included in the report, prior to publication.

3. Staffing Issues

(i) Athena Swan

Ms Lewin informed members that the University's Athena Swan self-assessment team continued to meet on a monthly basis and had established an action group which is preparing the first draft of the University's Athena Swan submission. Ms Lewin confirmed that the University intended to make its Athena Swan submission in November 2017.

(ii) Aurora

Ms Lewin informed members that fifteen women have completed the Aurora programme to date, with a further eight embarking upon the programme in the last month. Ms Lewin added that former participants in the programme had found the internal mentoring scheme very helpful.

(iii) Hope Women's Network

Ms Lewin informed members that the network is planning a series of inspirational talks and that information relating to this will be disseminated in the near future.

4. Equality Challenge Unit Project: Increasing Diversity update

Mr Sennett informed members that he has been in touch with a representative of the Sheila Kay Fund with a view to working with them on this project. The Chair reminded members that the focus of the project would be understanding and increasing applications from BME students into teacher education.

5. Student Update

The Chair welcomed Kerri Charsley, Students' Union LGBT Officer, to the meeting.

K. Charsley informed members that some students have expressed concern about a lack of awareness of transgender-related issues amongst some University staff. The Chair stated that he was aware of this concern from the SU and reported that he had met K. Charsley and Mr Akinrele to discuss the matter and that he believed the overall review of the Equality & Diversity Policy (see below) would need to consider it.

6. Policy Review

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Members had received the University's current Equality & Diversity Policy. The Chair informed members that as part of the preparation for the Athena Swan Charter application, there needed to be a review of the Policy to ensure its currency. Athena Swan requires a clear transgender policy and this is missing from the current policy framework at the University. In addition, the latest UUK guidance on dealing with sexual harassment and sexual misconduct need to be taken into account. The Chair expressed his intention to form a small working group begin the review.

It was **AGREED** that the Chair would convene the first meeting of the review group and invite Dr Pereira, Mr Akinrele, Mr Hargraves and K. Charsley.

7. Enhancement and Advancement

Dr Bennett reported that the recent Dining-In Nights at the Creative Campus have showcased the breadth and diversity of the University's student body, and praised the welcoming atmosphere at these events.

8. Disabled Students' Experience Survey

Members had received Mr Ryan's summary report of feedback results from the Disabled Students' Experience Survey. Mr Ryan informed members that all students declaring a disability were invited to participate in the survey, and that the survey focused on Learning Support Plans (LSP). Mr Ryan informed members that 83% of respondents felt their LSP accurately reflected the information they wanted it to. Any respondents who expressed dissatisfaction in this area are being contacted by colleagues from Student Support and Wellbeing.

Dr Haynes asked whether 'reasonable adjustments' could be applied to the marking of a student's work and Mr Ryan replied that the adjustments relate to the delivery of the course, not standards of marking work. Once a student sat assessment, they were deemed fit to sit.

The Chair informed Mr Ryan that he would take the report to the next meeting of Heads of Department and forward the report's three 'Recommendations for faculty departments/course teams' to Deans.