

LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 24th May 2017

PRESENT: Mr G. Donelan (in the Chair), Mr A. Akinrele, Mr A. Atherton, Dr J. Bennett, Mr A. Catterall, Dr P. Haynes, Ms T. Lewin, Dr A. Pereira, Mr D. Sennett, Dr A. Yeates

Secretariat: Mr M. Jones

APOLOGIES: Dr B. Dagger, Mr J. Ellison, Mr S. Hargraves, Ms H. McGarry, Mr J. Ryan

1. Minutes of the previous meeting

Dr Bennett suggested that the phrase 'atmosphere of acceptance at these events' be changed to 'welcoming atmosphere at these events' in the discussion of the Dining-In Nights at the Creative Campus (Actum 7). Subject to this change, the minutes of the meeting held on 8th February 2017 were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) DHLE Statistics and Protected Characteristics (actum 2 (ii))

The Chair informed members that he had discussed this issue with Ms Mair and that figures will be updated after the end of the current academic year in order to present information from two full years. The Chair added that the Hope Works application system has recently moved online and suggested that this may lead to an increase in the number of students with a declared disability applying to Hope Works.

(ii) Policy Review (actum 6)

The Chair informed members that preparatory work for setting up the review group is ongoing.

3. Transgender Policy

Members had received the draft Transgender Policy. The Chair informed members that the draft policy had been considered by Rectorate Team, who had suggested one change (to remove the word 'groups' from item (x)). Dr Pereira asked whether staff would be given training on issues arising from the policy. The Chair replied that once the policy had been formally adopted, training would be rolled out.

Mr Atherton queried the use of the term 'appropriate facilities' in item x of the draft policy, questioning whether this would imply that 'separate' bathroom facilities would

need to be provided for transgender students or staff. Messrs Akinrele and Catterall replied that this was not their understanding of the draft policy's wording.

Mr Akinrele provided feedback from Kerri Charsley, Students' Union LGBT Officer, asking whether incidents of transphobia would be dealt with under the University's current bullying and harassment policy. The Chair confirmed that this was the case.

Members RECOMMENDED the policy for approval by Staffing Committee.

Mr Atherton distributed a paper on the Stonewall Workplace Equality Index. Ms Lewin observed that the University had examined this framework in the past and would look at it further when the Athena Swan submission was completed.

4. Staffing Issues

(i) Athena Swan update

The Chair informed members that progress continued to be made on the Athena Swan submission and thanked the self assessment team for their work. The Chair added that the thirteen members of the team are drawn from across the University, with updated being provided all staff via the Hope Bulletin. Mr Catterall welcomed Unison's and UCU's endorsement of the submission.

(ii) Equal Pay Audit

Members had received the report on the recent Equal Pay Audit. Mr Catterall reminded members of the distinction between 'equal pay' and 'gender pay', pointing out that gender pay calculates comparable hourly rates of pay for all employees. Mr Catterall added that the overall pay gap of 11.95% is largely due to the two members of Grade 10 support staff, both of who are male.

Ms Lewin added that, while there are as many female colleagues in Senior Lecturer positions as there are male, there are substantially more female colleagues in Lecturer positions, meaning that fewer female colleagues are being promoted to Senior Lecturer than male colleagues.

Dr Yeates raised a number of issues on behalf of UCU members, asking firstly whether it would be possible to replace full-time members of staff on maternity leave with full-time cover, rather than fractional cover. Mr Catterall requested that Dr Yeates supply him with detail on these cases.

Secondly, Dr Yeates raised the issue of expectations upon part-time staff re attending Learning & Teaching Days, graduation etc, adding that there seemed to be little consistency on this across the University. The Chair replied that this issue had been raised at JCNC and would be discussed by Rectorate team on 5th June 2017.

5. Student Update

Members had received minutes of the Equality Challenge Project Development meeting which took place on 4th May 2017. Mr Sennett reported that the group had met with the Equality Challenge unit on two occasions and had held a project concept event in conjunction with a local charity, The Sheila Kay Fund on Monday 27th March 2017. The Chair added that the University would be working with colleagues from JMU and University of Chester on this project.

Mr Akinrele asked if the bullet point at the foot of page two in the minutes '(Low expectations of BAMER students; students from BAMER backgrounds feel they are often not encouraged into Higher Education, often being pushed to pursue more vocational career routes)' could be reworded as he felt it could be interpreted as saying BAMER students lack aspiration. Mr Akinrele went on to emphasise the importance of correlating data gathered against benchmarks provided by ECU, HEFCE and others.

6. Enhancement and Advancement

Mr Sennett encouraged members to think of ways in which recognition and thanks could be expressed to colleagues taking part in ECU, Athena Swan and other projects.