

# **CONFIRMED**

## **LIVERPOOL HOPE UNIVERSITY**

### **EQUALITY AND DIVERSITY STEERING COMMITTEE: 16<sup>TH</sup> NOVEMBER 2022**

**PRESENT:** Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton, Mr J. Ellison, Dr P. Haynes, Dr E. Pritchard, Mr J. Ryan, Ms C Talbot, Ms O. Vann, Dr K. Wagner, Dr K. Wilson, Mr L. Wright

**Apologies:** Dr A. Ghalib, Dr O. Khaiyat

**Secretariat:** Mr M. Jones

#### **1. Terms of Reference**

Members had received the updated Terms of Reference.

#### **2. Minutes of the previous meeting**

Members had received minutes of the meeting held on 1<sup>st</sup> June 2022. The minutes were **APPROVED** by those who had attended as an accurate record.

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

##### **(i) Gender Equality**

The Chair informed members that Dr Haughan had hosted a lunchtime event on Women In Leadership, and that a publication has been produced entitled 'Report on the Women In Leadership Steering Group'.

##### **(ii) Employment and retention of staff from the Black and Global Majority**

The Chair informed members that this would be a part of Ms Talbot's report to the committee in Spring 2022. The Chair asked Ms Talbot to include attrition of staff from the Black and Global Majority in the report.

**ACTION: Ms Talbot to include attrition, as above.**

##### **(iii) Disability Confident Employer Scheme**

The Chair informed members that the Personnel is giving consideration to signing up to this scheme.

##### **(iv) Access and Participation Plan**

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The Chair informed members that the updated plan was submitted ahead of deadline.

### **(v) Promotion Statistics**

Ms Talbot informed members that she had supplied promotion statistics to Dr Yeates. Ms Talbot informed members that Dr Yeates had queried whether promotion statistics had been submitted to the committee in the past. Ms Talbot informed members that this had not been the case, but that the information had been submitted to JCNC.

### **(vi) Decolonisation of the Curriculum**

Members had received the draft Decolonisation Strategy Action Plan. Dr Wagner undertook to circulate the action plan to her group and send feedback to the Chair.

**ACTION: Dr Wagner to circulate action plan, as above.**

## **4. Annual Report to Council on Equality and Diversity**

Members had received the Annual Report to Council on Equality and Diversity. The Chair informed members that the report was presented to University Council during the summer.

## **5. Update on 2020-24 Equality and Diversity Objectives**

Members had received the update on the 2020-24 Equality and Diversity Objectives. Re the section relating to the IQ Building, Dr Pritchard queried whether the building would be fully compliant with Approved Document part M. Mr Ellison assured members that concerns raised by Dr Pritchard have been relayed to the project architect. The Chair drew members' attention to the attainment gap for Black and Global Majority students, along with attainment rates for students from low-participation areas, informing members that work is ongoing to reduce the gap in both these areas.

## **6. Annual Report on Academic Appeals and Complaints**

Members had received the annual report on academic appeals and complaints. Members noted that, while 46% of appeals were from disabled students, disabled students form 24% of the student body. The Chair informed members that she has asked Mr Dykins to review disabled students' complaints in order to identify any common themes. The Chair asked Mr Jones to contact Mr Dykins re this.

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

Dr Haynes informed members that students have reported waiting more than a month for mental health support from Student Development & Wellbeing. Mr Ryan informed members that no student has waited more than ten days for an initial consultation,

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adding that the counselling service also runs daily drop-in sessions. Mr Ryan informed members that the average waiting time from initial consultation to starting the six sessions of counselling is 13 days. Mr Ryan informed members that the University would be contacting all students who have declared a mental health issue to elicit feedback on their experience during the first term of the academic year.

### **7. Note on Equality and Diversity Annual Student Data Report and Executive Summary**

The Chair informed members that the University is awaiting the 2022 equality statistical reports from Advance HE before generating the data report. The Chair added that the data is not due for publication until Thursday 17 November; therefore the report will be presented at the Spring 2023 meeting.

### **8. Access and Participation Plan Update**

Members had received the Access and Participation Plan update. The Chair reiterated the importance of focusing on the gaps between BAME and White Students and attainment rates between IMD Quintiles 1 to 5. Dr Anderson informed members that his group has been looking into different modes of assessment and undertook to email the Chair re this.

**ACTION: Dr Anderson to email Chair, as above.**

The Chair undertook to contact Ms Murray re setting up focus groups to identify the impact of the Learning, Teaching and Assessment Strategy on students from the Black and Global Majority.

### **9. Staff Issues**

Dr Wilson relayed Unison's wish for the University to re-apply for Athena SWAN, reminding members that should the University attain a 'silver' rating, support staff would be eligible for the programme. Dr Walsh informed members that Dr Yeates had contacted her re use of marital titles in University documents (eg minutes). Members suggested that the default could be given name and surname, with colleagues having the option to use a title should they choose to do so. Dr Pritchard undertook to relay this recommendation to Dr Yeates.

**ACTION: Dr Pritchard to contact Dr Yeates, as above.**

Ms Talbot informed members that the University is currently participating in a programme of supported internships for SEN candidates aged 18-24. Ms Talbot added that four interns are currently in place, from September 2022 to July 2023.

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### 10. Students' Union

There were no issues to raise from the Students' Union.

### 11. AOB

Mr Atherton raised the issue of the café doors at the Creative Campus. Mr Ellison requested that Mr Atherton log a job with the Estates Helpdesk.

**ACTION: Mr Atherton to contact Estates Helpdesk, as above.**