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LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 15TH NOVEMBER 2023

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Mr A. Atherton, Dr C Hugman, Mr J. Ryan, Ms C Talbot, Dr K. Wilson

Apologies: Dr A. Ghalib, Dr O. Khaiyat

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 31st May 2023. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Women In Leadership report

The Chair informed members that Dr Haughan was not available to attend the meeting but would be invited to the February 2024 meeting.

(ii) Marital Titles in Committee Papers

The Chair confirmed that she had contacted Dr Haughan re this and asked Mr Jones to follow up with Mr Dykins.

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

(iii) Estates

Dr Anderson informed members that the issue with the Cornerstone Café doors has now been resolved. Ms Taylor informed members that the door by the Students' Union office has been fixed. The Chair informed members that the issue in relation to parking by the Social Sciences Buildings has been resolved. Mr Atherton added that all parking spaces in that area are now designated disabled parking spaces.

ACTION: Mr Jones to contact Mr Ellison re action points.

(iv) Equality, Diversity and Inclusion Policy

The Chair informed members that during the process of revising the Equality & Diversity Policy it had been decided to add inclusion to the document. The Chair added that this decision has been approved by USET and the

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VC, who asked the Chair to put finalising the policy on hold, which she has done. The Chair informed members that the policy is at the end of its five year 'life' and asked Mr Jones to check with Mr Dykins re the best way to proceed.

ACTION: Mr Jones to check with Mr Dykins, as above.

3. 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 all the data in the report has previously been seen by the committee.

4. Update on 2020-24 Equality and Diversity Objectives

Members had received the update on the University Equality and Diversity Objectives. Re objective two ('Improve data monitoring for staff and those who apply to join the workforce') Ms Talbot informed members that the new CIPHR system is currently being implemented. Dr Wilson added that the new system's iRecruit facility will allow the University to receive job applications online and more easily facilitate analysis of staff recruitment data.

5. Annual Report on Academic Appeals and Complaints

Members had received the Annual Report on Academic Appeals and Complaints. The Chair informed members that the overall number of academic appeals significantly reduced from 102 in 2021/22 to 72 in 2022/23.

Mr Ryan noted that 37% of appeals during 2022/23 were from disabled students, who make up 27% of the student population. Mr Ryan suggested that future reports include statistics as to the proportion of students making appeals who have Learning Support Plans. The Chair concurred with this suggestion.

Mr Ryan noted the report's reference to disclosure (p2) and reminded members that any mention of a protected characteristic made by a student to a staff member must be treated as a disclosure. Mr Ryan undertook to investigate examples of Disclosure Policies from other universities and circulate examples of best practice to members.

ACTION: Mr Ryan to circulate policies, as above.

6. Note on Equality and Diversity Annual Student Data Report and Executive Summary

The Chair informed members that the Advance HE data needed to compile the report has not yet been received, adding that the report will be brought to the

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February 2024 meeting of the committee.

7. Access & Participation Plan Update

Members had received the update on the Access & Participation Plan 2020-24. The Chair informed members that OfS have shortened the timespan of the plans, meaning that a new one will be required in 2024, to be valid from 2025 onwards. The Chair informed members that OfS has created an Equality and Opportunity Risk Register, a set of sector-wide risks, which will inform future Access & Participation Plans. The Chair drew members' attention to three areas in which greater progress is required: (i) Attainment Rates between IMD Quintiles 1 and 5 – the gap was 15% in 2021-22 (OfS APP figures) against a milestone of 8%; as predicted this gap has widened from the previous year. (ii) Attainment Rates between Global Majority and White Students 14% gap in 2021-22 (OfS APP figures) against a target of 4%; as predicted this gap has widened from the previous year. (iii) Progression Rates between Students with a Mental Health Condition and those with No Disabilities 17% gap in 2020-21 against a target of 15%. The Chair added that she is currently putting together a draft of the next APP and will forward it to members for comment.

8. Staff Issues

Dr Hugman asked whether it would be possible for the committee to receive equality analysis data in relation to promotions. Ms Talbot informed members that promotions are discussed at JCNC. Ms Talbot added that equality analysis takes place for every promotion process. Ms Talbot informed members that Professional Tutors are now able to apply for promotion. Dr Hugman informed members that UCU had supplied feedback in response to the menopause guidance document. Dr Wilson informed members that the Menopause Support Group is currently in abeyance, adding that attendees seemed to receive the support they needed from a single visit to the group, rather than by attending regularly.

9. Student Update from LHSU

There were no student issues to report.

10. Enhancement & Advancement

Ms Talbot informed members that Personnel has embarked on a second year of the Supported Internship Programme in partnership with SEN schools in Liverpool. Ms Talbot added that participants have been placed in Personnel, Chaplaincy and Hope Park Sports. Ms Talbot added that the scheme recently received a 'Best Partnership Working Partner' award at the Town Hall. Dr Wilson informed members that prior to leaving the University, Mrs Smith undertook an accessibility audit of Moodle and suggested that the committee request this report.

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ACTION: Chair to request report, as above.