

CONFIRMED

LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 28TH FEBRUARY 2024

PRESENT: Dr C. Walsh (in the Chair), Dr G. Anderson, Dr A. Ghalib, Dr C Hugman, Dr O. Khaiyat, Mr J. Ryan, Ms C Talbot, Ms E Taylor, Dr K. Wilson

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 15th November 2023. Re actum 10 Ms Talbot clarified that the placements were in Personnel, Chaplaincy and Hope Park Sports. Pending this correction, the minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Marital Titles in Committee Papers

The Chair asked Mr Jones to follow up with Mr Dykins.

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

(ii) Estates

Mr Jones confirmed that he had contacted Mr Ellison re the action points, and would follow up with him.

(iii) Equality, Diversity and Inclusion Policy

The Chair confirmed that this would be dealt with later in the agenda.

(iv) Disclosure Policy

The Chair informed members that Mr Ryan had shared other universities' Disclosure Policies with her, and noted that this would be dealt with later in the agenda.

(v) Equality, Diversity and Inclusion Policy

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Members had received the Equality, Diversity and Inclusion Policy. The Chair informed members that when the updated policy had been presented to UEB the Vice Chancellor had requested that the approval process for the updated policy be put on hold pending the completion of the Governance Review. The Chair asked members to send her any comments on the updated policy. Mr Ryan drew members' attention to the passage relating to 'ensuring that inclusive practice is embedded in curriculum design' in section 4.4, reminding members that the University does not currently have an Inclusive Practice Policy. The Chair undertook to check this with Ms Murray.

ACTION: Chair to contact Ms Murray, as above.

The Chair noted that Equality and Diversity Steering Committee currently reports solely to Staffing Committee and asked members to consider where student matters raised at the committee might be reported.

(vi) Disclosure Policy

Mr Ryan suggested a policy whereby in a student makes a disclosure to any member of staff they are in every instance signposted to appropriate support. The Chair undertook to discuss this with Dr Haughan.

ACTION: Chair to discuss with Dr Haughan, as above.

(vii) Moodle report

The Chair undertook to contact Ms Murray about this.

ACTION: Chair to contact Ms Murray, as above.

3. Equality and Diversity Annual Student Data Report 2022/23

Members had received the Equality and Diversity Annual Student Data Report 2022/23. The Chair highlighted a number of areas of concern (Recruitment of students older than 21 on entry, progression to full time employment for disabled students (although this figure is somewhat better than the sector), access, success and progress for Global Majority students, and access, success and progress for male students). Mr Ryan suggested that sector averages be shown against each metric. The Chair asked Mr Ryan to contact the Student Data Team re this.

ACTION: Mr Ryan to contact Student Data Team, as above.

The Chair informed members that over the past three academic years the number of Global Majority students across the full student population has risen from 10.7% to 12.5%, adding that in the academic year 2022/23 the University had more Global Majority students at the University registered as first years compared to the previous year. The Chair informed members that national statistics show that in 2022/23, 27% of the proportions of students were Global Majority, noting that the University is significantly below this percentage.

4. Equality and Diversity Annual Staff Data Report 2022/23

Members had received the Equality and Diversity Annual Staff Data Report 2022/23. Members noted that in 2022/23 10% of staff were Global Majority (up from 7.2% in 2021/22). Members noted that 95% of Professional Services staff are white, and 67% of Academic staff.

The Chair informed members that in 2022/23 there were 98 new appointments to the University; data indicates that 16% declared that they were from a Global Majority background. The Chair added that in 2022/23, 103 staff members left the University; data indicates that 13% were from a Global Majority background.

5. Access and Participation Plan Update and Planning

The Chair informed members that OfS has advised providers in Wave Two (which includes the University) that they have until October 2024 to submit their plans. The Chair added that the intention remains to put the University's plan through the committee process by July 2024. The Chair informed members that c.70% of the necessary data has been processed.

6. Students' Union

Ms Taylor raised issues in relation to a potential Disclosure Policy, citing instances in which a student makes a disclosure to the Students' Union but requests that the Students' Union does not pass this to the University, or a student makes a disclosure to the Students' Union and believes that this also constitutes a disclosure to the University. The Chair undertook to discuss this with Dr Haughan.

ACTION: Chair to contact Dr Haughan, as above.

7. Staff Issues

Ms Talbot informed members that the University will be running a range of events in relation to International Women's Day, including that week's Foundation Hour. Dr Hugman asked whether an accessibility audit has recently been undertaken in relation to the i3 Building. The Chair asked Mr Jones to check this with Mr Ellison.

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

Dr Hugman asked at what level of granularity it would be possible to analyse data from the staff stress survey. Ms Talbot undertook to check this with colleagues in Personnel.

ACTION: Ms Talbot to check with colleagues in Personnel, as above.

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8. AOB

Dr Ghalib suggested that input for the element of the Access and Participation Plan relating to pedagogy be solicited from the Hope forum. The Chair assured members that when the draft of the plan was complete it would be disseminated throughout the University for comment.