

CONFIRMED

LIVERPOOL HOPE UNIVERSITY

EQUALITY AND DIVERSITY STEERING COMMITTEE: 31ST MAY 2023

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

Apologies: Dr E. Pritchard, Ms O. Vann

Secretariat: Mr M. Jones

1. Minutes of the previous meeting

Members had received minutes of the meeting held on 1st March 2023. The minutes were **APPROVED** by those who had attended as an accurate record.

2. Matters arising from the minutes

(i) Marital Titles

The Chair informed members that she had passed the Committee's recommendation to Dr Haughan

(ii) Café Doors at Creative Campus

The Chair confirmed that she had contacted Mr Ellison re this and asked Mr Jones to chase this up.

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

(iii) Women In Leadership report

The Chair informed members that Dr Haughan would be attending the next meeting of the Committee to discuss this.

ACTION: Mr Jones to invite Dr Haughan to next meeting.

(iv) Students' Union doors

The Chair informed members that she had contacted Mr Ellison re this.

ACTION: Mr Jones to contact Mr Ellison for an update.

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- (v) School of Social Science parking

The Chair informed members that she had contacted Mr Ellison re this.

ACTION: Mr Jones to contact Mr Ellison for an update.

- (vi) Blue Badge parking spaces

The Chair informed members that she had contacted Mr Ellison re this.

ACTION: Mr Jones to contact Mr Ellison, as above (x3).

3. Terms of Reference

Members had received the Terms of Reference. No issues were noted.

4. Updated Equality and Diversity Objectives June 2023

Members had received the updated Equality and Diversity Objectives. The Chair noted that in a substantial number of areas gaps have been closed and/or milestones adhered to, but added that gaps remain in three areas: attainment rates difference between IMD 1 and 5, progression rates difference between POLAR 1 and 5, and attainment rates for black and global majority students. Re data monitoring for staff, Ms Talbot informed members that the upgrade to CIPHR will provide increased accuracy in data and undertook to bring a report to the next meeting.

ACTION: Ms Talbot to bring report to next meeting.

The Chair reminded members that the current objectives expire in 2024 and asked Mr Jones to put discussion of potential new objectives on the agenda for the next meeting.

ACTION: Mr Jones to add agenda item, as above.

5. Equality, Diversity & Inclusion Policy

Members had received the Equality, Diversity & Inclusion Policy. Mr Ryan suggested that the Student Maternity and Pregnancy Policy be listed in Appendix 1. The Chair concurred with the suggestion. The Chair asked for any comments on the policy by the end of the week.

ACTION: Members to supply comments, as above.

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6. Access & Participation Plan update

Members had received the July 2023 Impact Statement considering outcomes for 2021/22. The Chair informed members that the report had been presented to the most recent meeting of Academic Committee. The Chair highlighted the key data detailed in the Impact Statement, in particular drawing attention to the Action Plan to address areas where gaps are proving difficult to close or where gaps are difficult to understand.

7. Revised Action Plan: Equality, Diversity and Inclusion + Decolonisation Strategy

Members had received the Revised Action Plan: Equality, Diversity and Inclusion and Decolonisation Strategy. The Chair asked members to send any comments to her.

ACTION: Members to send comments to Chair.

8. Staff Issues

No issues were raised.

9. Student Update from LHSU

The Chair informed members that Ms Vann has supplied her with names of the new sabbatical officers for the 2023/24 academic year.

10. Enhancement & Advancement

Ms Talbot informed members that the during the past year, four students in the 16-18 age group have been taking part in the University's Supported Internship Scheme. Ms Talbot informed members that the scheme has been a success and the Vice Chancellor has requested that it be repeated for the 2023-24 academic year.