

## North East Universities Equality and Diversity Group (NEUE&DG)

Draft minutes of the meeting held on Wednesday 10<sup>th</sup> November 2010 at Bradford University

### Present:

|        |          |                               |
|--------|----------|-------------------------------|
| Mark   | Cleary   | University of Bradford        |
| Kathy  | Hobbs    | University of Bradford        |
| Kez    | Hayat    | University of Bradford        |
| Janet  | Jones    | University of Bradford        |
| Sally  | Dyson    | University of Bradford        |
| Narkis | Rahman   | University of Bradford        |
| Bev    | Yates    | University of Bradford        |
| Gary   | Loke     | Equality Challenge Unit       |
| Jo     | Thompson | St John University, York      |
| Julie  | Campbell | University of Sheffield       |
| Maria  | Parvaiz  | University of Leeds           |
| Paul   | Andrew   | University of Sunderland      |
| Joanne | Colvin   | Northumbria University        |
| Ian    | Clarke   | Leeds Metropolitan University |
| Chris  | Eagle    | University of Hull            |
| Anne   | Mwangi   | University of Hull            |
| Linda  | Whiting  | York University               |
| Aloma  | Onyemah  | Sheffield Hallam University   |

### Apologies:

|          |            |                                  |
|----------|------------|----------------------------------|
| Jenny    | Share      | Leeds Trinity University College |
| Andrew   | Sims       | Huddersfield University          |
| Jen      | Mole       | Sheffield University             |
| Catherin | Arnold     | Sheffield Hallam University      |
| Sarah    | Winship    | Durham University                |
| Lois     | Gregory    | York                             |
| Julie    | Bullimore  | Newcastle                        |
| Julia    | McClelland | Teeside                          |

### 1. Introductions and apologies

Professor Mark Cleary (Vice Chancellor and Principal of the University of Bradford) welcomed everyone to the meeting and gave a brief overview of the University's progress and priorities around equality and diversity here at Bradford. He focussed on the importance of embedding equality and diversity into the fabric of the University and emphasised the importance of changing the culture of the organisation. He outlined the University's commitment and his role as VC leading the equality and diversity agenda in Bradford and also his work with ECU.

## **2. Minutes of the meeting held on 9<sup>th</sup> July 2010 at Northumbria University**

Following amendments

Page 1 item 3 – Face book guidance is available on the University of York's website simply follow the link

Page 2 item 4 – bullet point 3 sub-bullet 6 Inclusive Sports Provision will be published in January

Page 3 item 6 – prompt to provide names of speakers

Page 5 University of Leeds – bullet point 5 – no PI's have been developed as yet

Page 6 University of York – bullet point 1 the Director of the EO Office has retired, bullet point 2 should read Lois Gregory and the Equality Advisor is Linda Whiting, point 5 refresher training on harassment is available for advisors

## **3. Matters Arising**

There were no matters arising, all key items have been identified on the agenda.

### **4.0 Update from the ECU – Gary Loke**

**3.1** Gary provided a detailed and succinct update of the activities of the Equality Challenge Unit. Gary reported that the ECU conference is scheduled to take place on 17<sup>th</sup> – 18<sup>th</sup> November 2010 in London. He reported that places were still available, day passes are also available for those delegates who cannot attend the full two days. A range of speakers are covered on the programme with interactive workshops taking place. The theme of the conference is Accelerating Equality in Higher Education.

### **3.2 Publications**

Gary informed the meeting of the following publications, which are now available from ECU:

- Experiences of BME staff working in HEI
- Effective Equality Surveys
- Internationalisation and equality and diversity in HEI: Merging Identities
- Student pregnancy and maternity: Implications for HEI
- Equality in HE statistical report 2010

### **3.3 Equality Act 2010**

- Gary gave an update on the Equality Act 2010, he reported that some of the codes of practice have not been produced as yet by the Equality and Human Rights Commission. These are currently in the process of being developed. Some concerns were raised about the timescales as there is no definitive guidance on this as yet. Further updates will be provided by the ECU.
- Gary outlined that Scotland and Wales specific duties will be very different to England, he briefly outlined these changes.
- Further briefing sessions will be delivered by ECU in the new year. These will be as usual taking place across the country. Further details will be provided by ECU.
- Gary highlighted that institutions will need to think about the analysis of data rather than just focussing on publishing data, there seems to be a lot of emphasis by the Coalition Government on transparency and this needs to be tackled within institutions. Focus should be on qualitative and quantitative data.
- Equality Impact Assessments - it was advised to continue to carry out EIA's, however

focus should be on all the protected characteristics rather than the six traditional strands.

#### **4. Update/progress and models of impact assessments**

##### Leeds Met University

Ian has done some innovative work by producing a video on how to conduct Equality Impact Assessments. A Wiki approach to impact assessment is something that they are currently developing, as a means of uploading data and making it more transparent (a prototype is available on their website).

##### Leeds University

Maria is conducting an impact assessment into some of their front line facilities. Some priority areas have been identified as part of this process.

##### Bradford University

The University's EIA website is now live. A range of EIA's have been published on the website and can be accessed by internal and external stakeholders. There are also plans to develop a learning and teaching sub-group to identify key areas of equality impact assessing.

##### University of Hull

Work is being progressed around mitigating circumstances and the impact of this on equality groups.

##### Northumbria University

An online tool for impact assessments has been developed, other tools such as HEIDI are also being utilised as part of the equality impact assessment process. Outcomes of Equal Pay Audits are being shared with faculties and schools so that they can be aware of the outcomes and take ownership of the actions arising from the pay audits.

#### **5. Key priorities for the HE Sector**

Institutions are assessing the implications of the comprehensive spending review on their institutions. Members shared their thoughts and feelings on, among other things, the Browne Report and the proposed budget/grant cuts.

Public functions – positioning with the corporate social responsibility agenda.

Bursaries – how bursaries will work and what the cut off to caps will be.

Working group – joint group with Trade Unions.

Literature will be developed around these issues.

Equality and Diversity Practitioners to carry out EIA on pensions. Various institutions outlined that plans were in place to ensure EIA's are carried out on any aspect of the spending review and its impact in institutions.

It was endorsed that there is more emphasis on developing the business case for equality and diversity to justify practice and priorities in these areas.

## **6. Member updates – Round Robin**

It was agreed for members to focus on one area of good practice and a key challenge they are currently facing.

### Sheffield University

Currently working with the local community in developing equality and diversity actions. Increase emphasis is on closer working with staff in faculties to ensure they understand the E&D agenda and but more importantly that they take ownership of the agenda. This has enabled to identify key staff within the institution.

Challenges – Progress needs to be made on data collection, and analysis of data to ensure this is meaningful.

### University of Sunderland –

Produced an Equality and Diversity Report for the Board of Governors'. Are in a unique position of having hard facts on how and what is being done for each equality strand and are now working with the community.

Challenges – working with limited resources, key focus is on working smarter, increase emphasis on partnership and collaborative working.

Northumbria University – Joanne reported that they are currently working on the following areas:-

- Developing staff networks in the most effective way, for example The Women's Network is reviewing equality issues such as work-life balance and a focus group has been set up to hear the experience of disabled staff
- review of equality schemes, increased emphasis will be on disability, subject to approval.

Challenges - are around local action planning and ensuring that School/Directorates take ownership of actions

### Sheffield Hallam University

Work around international students and the "global citizenship" initiative – listening to the views of staff who work abroad coupled with the experience of international students to embed good practice in, for example, work placements here and abroad and ultimately the employability of students.

Challenges – To improve progress on data working groups ensuring meaningful data is processed. The University have recently introduced training relating to equality and diversity such as the Marshalls ACM Equality and Diversity course and integrating equality and diversity in management and development courses.

Huddersfield University – Currently focussing on the disabled student experience in an attempt to inform the university of the daily barriers they face. This is being co-ordinated by

the Disability Service. Huddersfield have developed a faith centre/dedicated provision mainly for Christians and Muslims. The centre will be open in December 2010. The challenge is ensuring that the different contingents of Muslims feel they can use the integrated space.

Hull University – Currently developing a multi-faith centre, and have established good working relations with the Islamic Society.

Challenge – faced with challenges around access issues on campus – work is being progressed on developing a ‘hands on’ approach to deal with access on campus.

York University – Various developments around the equality and diversity agenda with the inclusion of setting staff equality network and developing an approach to collect data on sexual orientation.

Challenges they are faced with is developing meaningful equality objectives and communicating and cascading key equality and diversity related messages.

Bradford – Developed a sexual orientation training in the workplace package for all managers. This has been developed in partnership with HR, E&D Unit, and representatives of the Respect Sexual Orientation staff network. Positive feedback has been received on the contents of the course. Discussion are currently taking place to make this training compulsory for all managers.

Challenge – Currently in the process of developing Diversity and Inclusion Facilitators in all schools and directorates. A work allowance is being sought and discussions are currently taking place with Deans and Directors on the best approach.

Leeds Met University

Their approach to mediation seems to be working well – employed a cost benefit analysis tool to demonstrate % savings to university..

Challenge – Compiling Pregnancy and Maternity policies to ensure the University is in line with the Equality Act 2010, further guidance is being sought from the Equality Challenge Unit.

Leeds University

Maria highlighted the good practice changes to Governance and Monitoring arrangements within the University. Previously had faculty co-ordinators but this has now changed to School E&D leads who set their own action plans. Each school have their own issues and will carry-out their own projects.

Challenge – Focussing on what outcomes are being achieved as a result of completed equality impact assessments.

## **7. Any Other Business**

Kez informed the meeting of the forthcoming Rosa Parks Annual Conference taking place in Bradford on 7<sup>th</sup> December 2010.

## **8. Date and venue of the next meeting**

Sheffield, late Feb or March 2011