

**North West Higher Education Equality Network  
University of Manchester  
21<sup>st</sup> May 2009**

**Notes of Meeting**

**1. Attendance**

**Present**

|                            |                                               |
|----------------------------|-----------------------------------------------|
| Sally Middleton            | University of Liverpool                       |
| Kathryn Fagan              | University of Chester                         |
| James Stratford            | Liverpool John Moores University              |
| Patrick Johnson            | University of Manchester                      |
| Theresa Lewin              | Liverpool Hope University                     |
| Ann Balcerak               | Royal Northern College of Music               |
| Kate Noble                 | Liverpool Institute of Performing Arts (LIPA) |
| Gary Loke                  | Equality Challenge Unit (ECU)                 |
| Sabiha Patel               | University of Central Lancashire (UCLAN)      |
| Rosemary Turner            | Lancaster University                          |
| Mona Patel                 | Manchester Metropolitan University            |
| Ken Grainger               | University of Salford                         |
| Wendy Kenyon               | Manchester Metropolitan University            |
| Shirley Silcock            | University of Bolton                          |
| Fariba Dashtgard (speaker) | HEFCE                                         |

**Apologies**

|                  |                                          |
|------------------|------------------------------------------|
| Amy Causley      | University of Liverpool                  |
| Clare Ridgley    | Staffordshire University                 |
| Rebecca Hewitson | University of Central Lancashire (UCLAN) |
| Alison Hunt      | Staffordshire University                 |

**2. HECFCE Presentation**

Fariba Dashtgard, Policy Adviser (Equality and Diversity) at the Higher Education Funding Council for England (HEFCE) gave a useful presentation on what HEFCE is doing in relation to Equality and Diversity. Fariba's presentation is attached.

**3. ECU Update – Gary Loke**

- Equality Bill - ECU will be running three events in June 2009 in London, Leeds and Swansea to ensure higher education institutions have the opportunity to discuss the implication of the duties and feed into the consultation process.

- Gary updated the group on ECU projects, which included: The Race Forum; Religion and Belief briefings; LGBT survey(guidance out in the summer); sensory audits; degree attainment and governing bodies handbook.

#### **4. HESA Staff Return**

Shirley led a discussion about Indeterminate Gender data collection and monitoring. Please find attached (from Shirley) emails from HESA and ECU on intersex, indeterminant sex and gender coding.

#### **5. Suggestions for future meetings**

Suggestions included:

- Equalities Review and how it links up with (or doesn't) with the Equality Bill
- Age discrimination – by Simonetta Manfredi at Oxford Brookes
- Sexual Orientation – by Chris Hall at ECU
- Moving from DES to SES by Impact Associates. Impact has won the contract to evaluate and review all the Welsh HEIs Disability Equality Schemes. What can we learn from this?
- Impact Assessments – Ken circulated an email re: Club EIA in the South West and asked whether colleagues would be interested in setting up a similar group for the NW. Wendy from MMU and Sabiha from UCLAN agreed to present on what they have done to date around EIAs at our next meeting.

#### **6. Institution Update**

All attendees fed back on two key things/issues from their institution. Two points to note:

- Chester has been short-listed for a Times Higher Education award for their Diversity event (well done!!)
- Rosemary Turner from Lancaster will be retiring this summer. The network thanked Rosemary for her contribution to the group and wished her well in her retirement.

#### **7. Network host for future meetings**

The group could not agree on an institution to host the meetings for the next academic year. Two institutions were going back to check if it was possible to host. A number of members felt that Manchester was a good location to host the meetings as it was reasonably easy to get to for most people. Staffordshire University has also offered to host the network again, if another institution can not be found.

It was agreed that members would be given a number of options to choose from, before a final decision is made.