

**Meeting:** EQUALITY AND DIVERSITY NETWORK

**Date and Time:** Wednesday 4<sup>th</sup> March 2015 at 10.15am

**Venue:** Council Chamber

Present:	Adalgisa Giorgio Matthew Barrow Florin Bisset Freddy Clapson Liz Clark Chloe Clifford Jeremy Dixon Susannah Doyle Ellen Edenbrow Miada Hassan Karen Hunter Natalie Jones Nicky Kemp Val Knapp Shelley Knowles Lizzie Milligan Karen Sheppard Chris Shimmin-Vincent Sarah Stead Araxi Urrutia Danielle Wain Hazel Wallis Ailin Zhou	Chair LTEO Widening Participation Office SU Representative SU Representative Gender Equality Group Social & Policy Sciences Student Services LGBT Society Student Race Equality Group Estates Campus Retail and Commercial Operations Policy and Planning LGBT Staff Group Mature Students/Student Parents Education Development and Alumni Marketing and Communications Faculty of Engineering and Design Biology and Biochemistry Architecture and Civil Engineering Research Innovation Services PGA
In attendance:	Marlene Bertrand Greg Dargue  Caroline Harris Simon Inger Siobhan McGee	Equality and Diversity Manager Assistant Director (Operations and Maintenance) for minute nos. 359-362  Secretary Head of Staff Development for minute no. 363 Staff Development Adviser for minute no. 363
Apologies:	Amber Allonby Chris Ashwin Saiyada Fazal Justin Hodds Samuel Holmes Natalie Jones Penny Keenan Suzanne Maxwell Angela Milsom Shasi Nandeibam Linda Newnes Kate Noad Renate Rechten Steve Roser	International Relations Office Psychology Careers Service Library Sports Development Campus Retail/Commercial Operations Accommodation and Hospitality Vice-Chancellor's Office Finance Economics Disabled Staff Group/Mechanical Engineering Human Resources Politics, Languages and International Studies Chemistry

**359. WELCOME**

The Chair welcomed members to the penultimate meeting of the Network for the 2014/15 academic year.

**360. MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 4<sup>th</sup> December 2014 were approved as a correct record and signed by the Chair (Paper EDN14/15-15 refers).

**361. MATTERS ARISING**

**Minute 357 Any Other Business, Trans-gender Sports Training Facilities**

The Chair advised that the Equality and Diversity Manager had contacted the Sports Facility Manager regarding the lack of gender neutral changing facilities and his response was provided at Paper EDN14/15-16. The Equality and Diversity Committee had discussed the issue (Minute 559 of Paper EDN14/15-20) and it was agreed that the Sports Facility Manager be invited to this meeting of the Network. However, he was unable to attend and has been invited to the next Network meeting in April.

In discussion the following points were made:

- Trans staff and students should not have to plan and book a changing space in advance.
- The suggested use of disabled toilets was unacceptable as trans staff and students were not disabled or special.
- The plans for the current refurbishment of the pool and changing facilities were not available; it would be helpful for those affected to see these.
- New builds and buildings undergoing refurbishment gave the opportunity to provide gender neutral toilet facilities; however, the Chancellor's Building had none.
- It was suggested that the LGBT groups consult their members prior to the next meeting when the Sports Facility Manager or another representative of the STV may be in attendance.
- The LGBT Society representative suggested that the Sports Facility Manager meet the LGBT groups to hear them out.

**LGBT reps**

It was decided to ask the Sports Facility Manager to meet the LGBT groups to discuss the issue and look at refurbishment plans. The possibility of the Sports Facility Manager attending the next meeting of the Network would be dependent on the outcome of this meeting.

**SEC**

**362. ACCESS ISSUES**

The Assistant Director (Operations and Maintenance) of Estates explained that the original estate was designed nearly 50 years ago with no consideration of access issues. Refurbishments such as 1 West had a significant cost and time, which was compounded by the issue of asbestos. Improvements were being made but he clarified that there is no retrospective requirement in law.

He stated that all new builds were compliant with the building regulations in force at the time they were designed, hence they may appear out of date when built. The Quads has 700 bedrooms including accessible rooms.

The long term maintenance budget was now being increased annually allowing for some significant projects, such as toilet and lighting refurbishments and stairway improvements. Refurbishments had been completed to 1 West phase II, 2 and 4 East corridors and GTA rooms, and fire refuges created in Wessex House. Ongoing work to lifts had made the majority as accessibility compliant as possible with mirrors, voice communication and touch buttons; it was stated that nearly 80% of lift problems were as a result of misuse and vandalism. In the last 8 years more than 150 automatic doors had been installed on campus.

Work with DisabledGo had provided additional routes. A new Access Audit has been agreed but the scope and funding for the audit were yet to be agreed.

During questions the following issues were raised:

- The Access Map available on the website does not show The Quads or The Edge; the Assistant Director will ensure this is corrected. A DIR
- The street lighting by the main entrance was poor. The Assistant Director advised that this was not part of the campus (which started at Claverton Hill) but stated that he would take the issue to BaNES transport groups. A DIR
- It was felt that the automatic doors to enter the newly refurbished 1 West from the side were very heavy with no button. It was noted that there were fully automatic doors from the rear of the building.
- It was suggested that a map of gender neutral toilet facilities would be helpful. It was clarified that the toilet cubicles within the Management Suite in The Edge, which were individually accessed from the corridor but labelled as male or female, would be acceptable as gender neutral. A DIR
- It was pointed out that the procedure for reporting accessibility issues (even if temporary) was via the 'Gold button' available on <http://www.bath.ac.uk/estates/fault-reporting/>
- It was noted that there had been progress relating to the ramp leading to the stage in the original arts lecture theatre to improve accessibility.

The Chair thanked the Assistant Director (Operations and Maintenance) for his informative presentation.

### **363. ENHANCING CROSS-CULTURAL AWARENESS FOR UNIVERSITY STAFF**

The Head of Staff Development introduced this project, instigated by the PVC (Internationalisation), which aims to develop skills of cross-cultural communication among University staff. This may apply to day-to-day encounters on campus, in research collaborations or to higher level delegations. They were tapping into expertise already in the University and had met with many areas including the SU, Student Services, the International Relations Office and the School of Management. He asked the Network for their experiences of cross-cultural relationships and conversations, and opportunities for developing them.

During discussion the following points were made:

- Some other universities were researching this issue, for example Warwick University, and have found four areas of cultural competence.

- Other companies, for example, British Airways, run frequent cultural awareness courses.
- The alcohol focussed student events in Freshers' Week were very shocking for some international students, who may have come from an environment where alcohol was not allowed to be sold.
- It was felt that the undergraduate international events put on for those that do not drink were tokenistic.
- Pre-sessional social events for international students were useful but only reached a small number of students.
- Putting on courses was felt to be forced, and it was suggested that more social events would provide the opportunity to interact with people and hence learn from them.
- The experience of one member at a previous university was of very well attended themed international evenings for staff and students run by different communities of students. It was thought that there was limited funding for this type of event and that students needed to prioritise their course.
- Some of the lectures already occurring at the University were relevant and should be advertised more widely.
- In some courses the students from each culture stayed in groups and it was suggested that lecturers should ensure different groupings.
- LTEO were studying the experience of international students as their response rates and satisfaction were lower. It was felt that external factors, such as visa requirements and lack of access to guarantors, were unwelcoming.
- It was noted that the issue of guarantors for international students was one of the SU's Top Ten issues.
- Staff and students with international experience should be encouraged to share their knowledge.
- Dr Trevor Grimshaw in the Department of Education researched inter-culture.

Any further ideas should be sent to the Head of Staff Development.

**ALL**

### **364. DISABLED STUDENTS' ALLOWANCE**

The Student Services Manager (Disability) explained that any student with a disability was entitled to apply for the non means tested Disabled Students' Allowance (DSA). The DSA has not been changed for 25 years and it was felt that it treated these students as a problem rather than allowing universities to evolve inclusive teaching practices. The forthcoming changes will reduce DSA and increase the expectation on institutions; however, the final guidance was not yet published.

From 2015/16 DSA will no longer fund any accommodation costs (for example, the additional cost of an ensuite room compared to a standard room) and students will have to pay £200 towards a laptop should they be recommended one. Students receiving DSA currently will continue with the existing scheme until they graduate.

From 2016/17 non-medical help for library or laboratory assistance, examination support, a reader or scribe will no longer be funded by DSA. The numbers using these services were small and it is hoped that the additional requirements will be absorbed by the University. However, note-taking will also no longer be funded and this amounts to about 6000 hours per year. Solutions for this were being explored.

During questions the following points were made:

- No additional grant or funding would be provided to universities to cover the additional requirements.
- Meetings with the affected areas of the University (Accommodation and Hospitality, Computing Services and the Library) were very positive.
- Panopto lecture video capture already allowed lecture content to be accessible but was underused, and lecturers could provide slides beforehand.
- It was noted that the Competition and Markets Authority would shortly be providing guidance for universities which would cover promotional material describing aspects of the 'offer' that prospective students might be influenced by in selecting their choice of institution. The University's Senior Legal Adviser would be able to give a view on how to address support covered by the DSA that might be considered at risk given the changes to the DSA.
- Through the Inclusive Curriculum project, LTEO were exploring these issues.

An update was requested for the next Network meeting.

**SSM(D)**

### **365. EVENTS : MARCH 2015**

- (1) One Bath Week – 7<sup>th</sup> to 13<sup>th</sup> March

The SU Representative explained that this event was organised by the SU, which now has an International Students' Co-ordinator. The activities, celebrating diversity across the campus, were detailed in Paper EDN14/15-17.

The Gender Equality Group representative gave more detail of the International Women's Day celebrations on Monday 9<sup>th</sup> March, which will include conversations on women, media constructs of women and showcase women of culture.

- (2) Equality Forum – 20<sup>th</sup> March

The Equality and Diversity Manager encouraged members to attend the Equality Forum entitled 'Taking the lead with diversity and inclusion', the programme provided in Paper EDN14/15-18. It was noted that students could come for part of the day.

### **366. MEMBERS' ITEMS**

- (1) Graduation certificates

The LGBT Society representative explained that a response had been requested from the University regarding trans students who wish to have their name changed on their degree certificate after graduation.

The Equality and Diversity Manager stated that legal proof of name change would be required and then the student or alumnus would be issued with a certificate in their new name, which would avoid future difficulties.

(2) Price of sanitary products

The Gender Equality Group representative explained that sanitary products were taxed as a luxury item at 5%, whereas men's razors and cake were not. The Government was not willing to reduce this tax and the issue was EU wide. Some universities were selling sanitary products at cost price and the University of the Arts London was providing them free of charge.

This had emerged from a motion put forward by the NUS Women's delegate. The University was requested to investigate how sanitary products can be distributed at cost price, or for free and asked to liaise with the SU to campaign for sanitary products to be distributed at cost price, or for free.

During discussion the following points were noted:

- If sanitary products were to be given away by the SU consideration should be given to doing so discreetly.
- Condoms were provided at cost price.
- This was a national campaign.

AGREED to raise the issue with the Committee.

**CHAIR**

(3) School Holiday Childcare

The Mature Students/Student Parents representative had been approached by postgraduate students facing difficulty in finding care for school age children for school holidays, as some schemes were very costly. She queried what was available at the University.

It was noted that for students employed by the University salary sacrifice childcare vouchers were available  
<http://www.bath.ac.uk/hr/working/childcare/childcare-vouchers/index.html>

During discussion the following points were raised:

- The University should rethink childcare as a service to students and staff as it was a major barrier to the aim of 35% of professors being female.
- When it was queried whether childcare was a legitimate use of tuition fees it was suggested that gender equality money could be used to fund it.
- The lack of adequate childcare provision may also be turning away students and may be a widening participation issue.
- It was noted that this is not simply an issue for students but for all men and women with children.

It was AGREED that childcare provision at other universities would be researched prior to the Committee meeting and the issue raised there.

**S Knowles  
A Urrutia  
CHAIR**

**367. EQUALITY MONITORING IN EMPLOYMENT**

The Network noted the Equality Monitoring in Employment Statistics 2013/14 (Paper EDN14/15-19).

**368. EQUALITY AND DIVERSITY COMMITTEE**

The Network noted the minutes of the meeting of the Equality and Diversity Committee held on 12<sup>th</sup> February 2015 (Paper EDN14/15-20).

**369. EQUALITY MANAGEMENT GROUP**

The Network noted the minutes of the meeting of the Equality Management Group held on 4<sup>th</sup> February 2015 (Paper EDN14/15-21).

**370. EQUALITY MATERIALS**

The Network noted Paper EDN14/15-22, materials received by the Equality and Diversity Manager.

**371. KEY MESSAGES FOR DISSEMINATION**

A summary of the key messages from the meeting will be circulated to members.

**SEC**

**372. PROGRAMME OF MEETINGS**

The final meeting for 2014/15 was noted as Tuesday 21<sup>st</sup> April 2015 at 2.15pm, which is amended from the date originally advertised.

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The meeting concluded at 12.15pm

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Chair: .....