

Meeting: EQUALITY AND DIVERSITY NETWORK

Date and Time: Tuesday 21st April 2015 at 2.15pm

Venue: Council Chamber

Present:	Adalgisa Giorgio	Chair
	Amber Allonby	International Relations Office
	Luke Areekul	Race Equality student representative
	Chris Ashwin	Psychology
	Florin Bisset	Student Recruitment and Admission Office
	Freddy Clapson	SU Representative
	Liz Clark	SU Representative
	Chloe Clifford	Gender Equality Group
	Jeremy Dixon	Social & Policy Sciences
	Susannah Doyle	Student Services
	Salvador Eslava	Chemical Engineering
	Saiyada Fazal	Careers Service
	Dawn Hallett	Faculty of Science
	Justin Hodds	Library
	Samuel Holmes	Sports Development
	Val Knapp	LGBT Staff Group
	Linda Newnes	Disabled Staff Group/Mechanical Engineering
	Claire Pitt	Research and Innovation Services
	Charareh Pourzand	Pharmacy and Pharmacology
	Steve Roser	Chemistry
	Rachel Sheer	Academic Registry
	Karen Sheppard	Development and Alumni
	Chris Shimmin-Vincent	Marketing and Communications
	Sarah Stead	Faculty of Engineering and Design
	Jamie Teo	International Student Association
	Araxi Urrutia	Biology and Biochemistry
	Nicolai Vorobjov	Computer Science
	Ailin Zhou	PGA
In attendance:	Marlene Bertrand	Equality and Diversity Manager
	Caroline Harris	Secretary
	Tim Winship	Assistive Technologist
Apologies:	Natalie Jones	Campus Retail and Commercial Operations
	Nicky Kemp	Policy and Planning
	Shelley Knowles	Mature Students/Student Parents
	Suzanne Maxwell	Vice-Chancellor's Office
	Lizzie Milligan	Education
	Angela Milsom	Finance
	Renate Rechten	Politics, Languages and International Studies
	Xiuping Su	Mathematical Sciences
	Hazel Wallis	Research and Innovation Services

373. WELCOME

The Chair welcomed members to the final meeting of the Network for this academic year.

374. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 4th March 2015 were approved as a correct record and signed by the Chair (Paper EDN14/15-23 refers).

375. MATTERS ARISING**(1) Minute 361, Matters Arising, Trans-gender Sports Training Facilities**

The Chair reported on the previous week's meeting to discuss gender neutral changing rooms in the Sports Training Village. It was attended by the Chair, the Sports Facility Manager, the SU Sports and Community Officers, the LGBT Society (student) trans rep and the LGBT Staff Society representative. It had not been an easy discussion but after an instructive tour of the changing room facilities the following was agreed:

- The swimming pool has individual cubicles with doors, which are gender neutral. However, people using the gym and other sports facilities cannot access these.
- There are no other gender neutral facilities.
- During the week, individual changing rooms may be booked in advance and the procedure for booking does not require a reason why an individual room is wanted. However, the signs on the doors for these rooms have sliding signs, female or male. The Sports Facility manager will investigate the addition of a third option 'blank'.
- The referees changing room could also be used except Wednesday afternoons and Saturdays.
- It was proposed that one of the individual changing rooms should be reserved on Wednesday afternoon for the use of people who may request it. It was decided that the SU Sports Officer would consult the SU on this proposal and that if accepted, the scheme would be piloted for a period.

(2) Minute 365 (1) Events: March 2015, One Bath Week

Feedback on One Bath Week, held from 7th to 13th March 2015, was provided in Paper EDN14/15-24. The SU representative mentioned that the event occurred every year but this year's had been larger with input from the SU International Coordinator, volunteers, hall representatives, community representatives and societies. It had been very well received with high numbers of students attending.

(3) Minute 365 (2) Events: March 2015, Equality Forum

Feedback on the Equality Forum, held on 20th March 2015, was provided in Paper EDN14/15-25. The Equality and Diversity Manager confirmed that the day had been very successful with positive feedback. Further information is available on the webpage, http://www.bath.ac.uk/equalities/news/news_0072.html

The Chair advised that the Network would consider the issues raised at the Forum in more detail in the following year.

(4) Minute 366 (2) Members' items, Price of sanitary products

The Chair reported that the issue was raised at the Committee meeting the previous week and the decision had been to wait for the SU to make progress and to see what happened nationally. The University's retail outlets on campus are a franchise with the Co-op.

(5) Minute 366 (3) Members' items, School Holiday Childcare

The Chair advised that at the Committee meeting the Deputy Director of Human Resources stated that a holiday scheme for school age children previously had closed due to insufficient numbers (though it was noted that it was not very convenient being located at St Martins). He would raise it at the Supporting On campus Childcare (SOC) group that week for further investigation.

376. ASSISTIVE TECHNOLOGIES

The Assistive Technologist described his role at the University, where he was based at the Computer Services helpdesk in the Library. He spent roughly half his time working with students and half with staff members and considered all accessibility issues. He pointed out that hearing loops are the responsibility of the Audio Visual unit.

The Assistive Technologist demonstrated a wide variety of alternative pointing devices that can be used instead of a standard mouse; these are currently loaned to staff members and he hoped to be able to loan them to students in the future. He talked about available software that can convert text to speech or speech to text or record lectures. This enabled students to bring together an audio file and notes or Panopto output. Some software was available on all public access computers such as Claro Read (text to speech) and a mind mapping package. He explained that some software was free and he was able to recommend it as well as assist students to customise their own computer to best advantage. He offered to give the presentation to departments.

During questions the following points were raised:

- Panopto was currently opt in rather than opt out, but greater use of it would be helpful.
- There was an exercise class in the STV swimming pool specifically for limbs, which the Assistive Technologist would promote.
- Good working practices aided prevention of problems.
- Information on the availability of assistive technologies would be useful during staff induction. The Assistive Technologist agreed that increased promotion of his services would be helpful.
- Depending on his workload the Assistive Technologist would usually be able to see someone within one week of the request being lodged.
- It was noted that some of the software discussed would be appropriate to increase all students' productivity, for example, where there were language issues.

The Chair thanked the Assistive Technologist for his informative presentation.

377. DISABLEDGO

The Equality and Diversity Manager demonstrated the DisabledGo information relating to the University campus, accessed via the Disability section of the Equality and Diversity webpage,

<http://www.disabledgo.com/organisations/university-of-bath/main-2>

The information has been available for a number of years and is updated regularly. One of the route plans, from 1 South to the Library, was followed and it was noted that the frequent photographs were helpful. The type of detailed information available for each building was also viewed for one of the teaching buildings. She explained that links would also shortly be available from the Getting Here webpage and the Estates webpage.

During discussion the following points were noted:

- The information was also available resized for a mobile device, which may be more useful, with the option of the information being spoken out loud.
- Any amendments or additions to the information available should be directed to the Equality and Diversity Manager.
- The Induction Working Group was aware of the information hence it would be made known to new students.
- It was suggested that the information would be useful for the University open day as well as departmental open days.

378. DISABLED STUDENTS' ALLOWANCE

The Student Services Manager (Disability) offered to speak on the forthcoming changes to the allowance, as detailed in Paper EDN14/15-26, to groups or individuals if requested. She explained that recent guidance had made a few amendments, such as accommodation costs being funded for an additional year to 2016/17. The implementation of inclusive teaching practices was being investigated by the Inclusive Curriculum project to limit the impact of the changes.

During questions the following points were made:

- It was suggested that reasonable adjustments are required by the Equality Act and hence the same level of note-taking (currently 6,000 hours per year) should still be provided. The Student Services Manager (Disability) explained that the support would still be provided but in a different way.
- It was suggested that this support should be a priority for University funding.
- Concern was expressed that should the system be that a student is paid for taking notes for later distribution it may discourage other students from attending lectures.

379. ENABLE CAREERS PROGRAMME

The Careers Service Equality Co-ordinator explained the ways in which the Careers Service supports students with a disability. She can signpost students regarding placements or jobs and can support decision making on whether to disclose a disability. The Careers Service works with employers to understand which are disability friendly. She works closely with Students Services with signposting both ways. She was content for students to contact her directly.

The Enable Careers Programme has been developed to support students with a physical disability, mental health issue or a learning difficulty by providing webinars on relevant topics.

380. ANNUAL EQUALITY AND DIVERSITY RETURNS 2015

The Equality and Diversity Manager reported that this paper (Paper EDN 14/15-27) had not been discussed at the recent Committee meeting but would be at the June meeting. She explained the purpose of the report as an opportunity for each department to reflect on equality and diversity practice each year to encourage greater communication on the subject. Some departments embraced the issue with very encouraging returns but a few were still poor. Work towards Athena SWAN accreditation featured strongly.

During discussion the following points were noted:

- The percentage of staff by department undertaking the mandatory (for those in a management role) diversity training could be published on the web.
- The Equality and Diversity Manager read the returns and responded with further questions to the authors of less good returns.
- Some members felt that more should be done to embed equality and diversity into University life.

381. EQUALITY MATERIALS

The Network noted Paper EDN14/15-28, materials received by the Equality and Diversity Manager.

382. KEY MESSAGES FOR DISSEMINATION

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

SEC

383. PROGRAMME OF MEETINGS

The dates for meetings in 2015/16 were noted as follows:

- Tuesday October 27 2015 2.15pm
- Wednesday December 2 2015 10.15am
- Tuesday March 8 2016 10.15am
- Thursday April 21 2016 2.15pm

The meeting concluded at 4.10pm

Chair: