

Meeting: EQUALITY AND DIVERSITY COMMITTEE

Date and Time: Thursday 14 February 2019 at 2.15pm

Venue: Council Chamber

Present:	Mark Humphriss	Chair
	Leda Blackwood	Staff representative (Education and Research)
	Richard Brooks	Director of Human Resources
	Alisha Lobo	Community Officer, Students' Union (SU)
	Aurelien Mondon	Co-Chair, Equality and Diversity (E&D) Network
	Anthony Payne	Director of Student Services
	Joanna Phillips	Student representative
	Cassie Reis	Staff Representative (Technical and Experimental)
	Susan Sutcliffe	Staff representative (Operational and Facilities Support)
	Rachel Willis	Staff Representative (Management, Specialist & Admin)
Mandy Wilson-Garner	Students' Union Advice and Community Manager	
In attendance:	Florin Bisset	Deputy Director Student Recruitment & Admissions, (alternate)
	Georgina Brown	E&D Manager
	Caroline Harris	Secretary
Apologies:	Eve Alcock	President, Students' Union
	Marion Harney	Member appointed by Senate
	Ruby McGregor-Smith	Lay member appointed by Council
	Lizzi Milligan	Co-Chair, E&D Network
	Mike Nicholson	Director of Student Recruitment and Admissions
	Charareh Pourzand	Member appointed by the E&D Network

ACTION

802. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 8 November 2018 were approved as a correct record and signed by the Chair (Paper EDC18/19-015 refers).

803. MATTERS ARISING

(1) Minute 792, Equality and Diversity Network

The Chair reported that the car parking concerns brought by the E&D Network to the previous meeting of the Committee had been relayed to the University Executive Board. Discussion had ensued and the concerns considered legitimate. It was reported that the issues would be taken to the Transport Strategy Consultative Working Group and evidence of how other universities addressed the issue were provided. However, there had been no progress to date and the E&D Network Chairs were encouraged to seek a discussion with the Vice-President (Implementation).

(2) Minute 795, Annual Reports

The Chair confirmed that the Annual Report of the E&D Committee was noted at Senate on 21 November 2018 and at Council on 29 November 2018.

(3) Minute 796, Equality Annual Return 2019

The Chair advised that the Annual Returns would shortly be sent with responses requested by mid-April and results analysed prior to the June meeting of the Committee. The Return would ask for information for the past year with the Template likely to be sent later in the year to encourage planning for the next year.

(4) Minute 800, Schedule of Business for the Committee

The Chair stated that in the revised draft calendars of meetings for 2019/20 and 2020/21 an additional E&D Committee meeting had been added for early October, about 5 weeks before the November meeting. The student representatives would not be in post for this meeting and a decision could be made at the time whether the meeting is required.

804. EQUALITY AND DIVERSITY NETWORK

The E&D Network Co-Chair reported that the December Network meeting had gone well. The Network was looking at its Terms of Reference and would consult with the Committee at a future meeting. Members had expressed a wish to be more active and take part in campaigning, and were pleased that their feedback on the draft Statement of Equality Objectives had been taken into account.

The Network Co-Chair mentioned that a new Network Moodle page was being developed and that the current issues under discussion included bus transport, parking, parental leave and accessibility to buildings. He thanked the Equality, Diversity and Inclusion (ED&I) team for the excellent training they had provided at the recent meeting.

The Chair stated that he was supportive of E&D representatives championing issues. He announced that he would shortly be writing to all staff requesting completion of the E&D online training modules and that refresher modules had been commissioned and were now available, which would be mandatory for managers and recommended for all other members of staff.

805. STATEMENT OF EQUALITY OBJECTIVES 2019-2021

The Committee considered Paper EDC18/19-016, the draft Statement of Equality Objectives, together with an updated version that had been circulated the previous day. The E&D Manager explained that equality objectives were required under the Equality Act 2010 and that the Statement now gave the University's top five overarching Objectives. The Action Plan was more fluid and would be adapted over time.

The Chair clarified that the University Executive Board (UEB) had studied the detail of the Statement and suggested substantial re-shaping. The Objectives were published online and given in the University's Financial Statements so their framing was important; UEB was now content with the wording. The Committee were

asked to approve the five Objectives noting that the Action Plan would not be published and did not need endorsing.

During discussion of the Objectives the following points were made:

- The reason for the inclusion of LGBT+ rather than disability was queried and it was explained that disability was included in the third Objective, that there were some specific challenges for LGBT+ staff and students which needed to be addressed and that LGBT+ was not included in the previous Statement;
- The positive language was commented on when in some cases bad behaviour was not being tackled and people not being made accountable; it was pointed out that the third Objective talked of 'create and maintain' which implied that this was not already happening; as this was a public document negativity would be unhelpful; positivity had been aimed for as there could be some hostility if negative statements had been made;
- Alignment with activities already happening was encouraged and it was noted that although the Objectives themselves were not as specifically measurable the actions themselves needed to be SMART (Specific, Measurable, Attainable, Realistic, Timely) for evaluation.

AGREED to recommend the five Objectives to Council for approval.

Council

During discussion of the Action Plan the following points were made:

- 'Class' had been omitted from the under-represented groups in the second Objective; working class students comment that the University is middle class and they feel as though they do not belong;
- The Gender Pay Gap note was queried; it was clarified that the University gives equal pay for equal work and that in common with all organisations the gender pay gap was related to gender distribution; agreed to remove the note as it was a complex issue and hard to summarise;
- It was suggested that sharing research by members of staff could be beneficial, perhaps via an Advisory Board; for example, the Department of Education influencing teaching quality; this was an activity that the ED&I team wanted to develop but a Board may be an overly formal approach;
- The Member nominated by the SU stated that the SU had already made comments on the draft and was looking forward to working on the detail of the Action Plan; she suggested checking that the actions matched the Objectives.

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The Chair thanked the E&D Manager and all who had been involved in preparing the Statement.

806. EQUALITY MONITORING IN EMPLOYMENT 2017/18

The Director of Human Resources introduced Paper EDC18/19-017, equality employment statistics for 2017/18, pointing out the increase in the proportion of female employees, the reduction in EU applicants and the commentary provided. As requested at the November meeting further analysis of maternity leave data had been undertaken and was shown at section 20 onwards.

During questions the following points were made:

- The high level of prefer not to say/blank/not known responses for sexual orientation and religion was queried; this was partly due to the more

intrusive nature of the question and partly because the data had only been collected for a few years and people already on staff had not been pushed to give the extra information; it was suggested that providing an explanation why a demographic was being requested could elicit better responses, such as a message indicating that the University is a supportive community;

- The changes identified had not been assessed for statistical significance and it was queried whether the increase in the proportion of female employees may just be a small variation; however, it was noted that with around 3,500 staff the increase was many people; as the number of female professors was very small an increase of one person was significant and the increase in the proportion from 13% to 19% was also significant; a more in-depth analysis would take time and may not lead to better actions;
- It was pointed out that the proportion of staff declaring a disability at 3% was well below the national figure of 20% of the working population having a disability; this was potentially a significant issue and could be due to not attracting people with disabilities or attracting them but finding there are obstacles to their employment or that people simply do not declare their disabilities;
- It was clarified that the Director of Human Resources brought the data to the Committee for it to decide which aspects they had concerns over to steer actions, but that there were not limitless resources for further data analysis;
- It was explained that the statistic of the proportion of the UK workforce who are Black was available but was not overly helpful as concern arose due to the local recruitment pool;
- It was noted that the gap between the success rate of White applicants and that of BAME applicants was widening; the Director of Human Resources reminded members of the analysis he had undertaken previously of the promotion of BAME staff to Professor which had shown a correlation between nationality and success, in particular for those with English as their first language;
- The high numbers of staff members for whom disability status is unknown was discussed and thought similar to the position for students; staff would consider there was no benefit in declaring a disability unless they would receive significant adjustments; there was also an element of the self-perception of disability.

In summary, the recruitment areas which required further work were agreed as gender (particularly women in the T&E job family), the increasing success gap between White and BAME applicants and the application rates for those declaring a disability. The maternity data provided showed positive trends.

The Director of Human Resources was thanked for his report.

807. EQUAL PAY REVIEW 2018

The Equal Pay Review 2018 report (Paper EDC18/19-018) had been deferred from the previous meeting due to shortage of time. The Director of Human Resources clarified that this was not the legally required gender pay gap reporting but had value as it had been measured over a longer period of time hence trends could be studied. He stated that the progress on the 2017 recommendations was given in section 6.

During questions the following points were made:

- The largest pay gap indicated of 25.44% and increasing (for part time workers) was queried; this was due to the distribution with fewer male part

time workers and more female part time workers at lower grades; last year females had been recruited into casual Grade 2 roles which may have affected the increase;

- The majority of Professors and senior staff are male and in Grade 4 to 5 two thirds of staff are female; this occupational segregation causes the gender pay gap;
- Academic staff could be promoted to Professor but Professional and support staff found that the pool of jobs available for promotion reduced at higher grades;
- The Director of Human Resources pointed out that it was not possible to close the gender pay gap by 2020, as some organisations were stating;
- It was noted that some people stayed at the level they were as they wanted the flexibility to be able to work part time and this was seen as an advantage; however, this may not always be a choice and the decision on which parent stays at home could be gendered;
- Further breakdowns by grade, of BAME by grade and Ethnicity by grade were requested, noting that the low numbers of BME staff can skew the results (for example, there are only 30 Black professors in the country);
- Casualisation was being studied for the University & College Union and may not prove to be an ED&I issue; information on where the increase this year lay was requested; it was noted that it may not be more people as contracting was now much easier and, for example, one student had 13 jobs and would count as 13 members of staff;
- It was commented that the increasing pay gap for those declaring a disability could suggest a penalty for declaring a disability.

The Director of Human Resources agreed to provide more information and was thanked.

DoHR

808. BLUE TABLE TALK

The SU Community Officer showed parts of a film of a conversation between herself and minority students at the University. She wanted to share the film with other minority students and with the wider community. She planned to make further films with other under-represented groups of students.

Following viewing the film the following comments were made:

- Many of the students on campus were White students from predominantly White areas; but, for example, White students from London would have a different view;
- The film was very relatable and easier than listening to a lecture;
- One member requested to play the film to her course;
- Another film could cover class (not being from the dominant class), which was an experience that was little understood.

The SU Community Officer was thanked for showing the film and it was noted that an excerpt from it would be shown at the forthcoming Heads of Departments' meeting.

809. STUDENT SERVICES ANNUAL REPORT

The Director of Student Services, when introducing the Student Services annual report (Paper EDC18/19-019), explained that the department still had system issues and it was unable to provide suitable reports to enable full analysis of the service delivery and outcomes. No significant changes had been noted in that

males still access the services less than females and international students less than home students. However, there had been an increase in the percentage of international PGT students accessing it.

He clarified that student discipline issues were behavioural rather than academic covering matters such as harassment, drugs and bad behaviour. In the current year the impact of the #NeverOK campaign had reduced the number of discipline cases by between a quarter and a third. One member queried how quickly issues disclosed under #NeverOK were resolved and whether those who made allegations suffered a backlash. The Director of Student Services responded that they were dealt with as quickly as possible and they did not usually lead to further issues or a backlash. Student Services were working alongside the ED&I team and the Chair, and gaining in knowledge of handling these cases.

810. EQUALITY AND DIVERSITY NETWORK

The Committee noted minutes of the meeting held on 5 December 2018 (Paper EDC18/19-20).

811. HARASSMENT PREVENTION WORKING GROUP

The Committee noted minutes of the meetings held on 9 October 2018 (Paper EDC18/19-021(a)) and 18 January 2019 (Paper EDC18/19-021(b)).

812. RELIGION COORDINATING GROUP

The Committee noted minutes of the meeting held on 28 November 2018 (Paper EDC18/19-022).

During discussion the following points were made:

- Prayer space for the Islamic community was queried; a larger provision has been made for Friday prayers and the Muslim prayer room in Norwood House has been refurbished, but it was unlikely that a permanent larger space would be available in the short term;
- Discussion on the Chaplaincy:
 - It was seen as Christian and not a multi-faith space, hence not fully inclusive;
 - The Chaplaincy was Christian, with the building and the Chaplains funded by Christian churches, but it was open to all faiths;
 - The building was well used throughout the week and the Chaplaincy was managed by the E&D Manager;
 - Both the Chair and the Director of Student Services were part of the panel for the appointment of the current Chaplain;
 - As there was no synagogue in Bath, the University was not attractive to students who were Jewish;
 - A multi-faith environment encompassing well-being was expressed by a member as a medium-term hope;
 - It would be difficult for the (Christian) Chaplain to serve other faiths and the other faiths may not be content with this;
 - The previous Chaplain had suggested replacing the existing Chaplaincy building with a multi-storey building to give multi-faith provision but this was subject to planning and funding constraints;
 - To attract BME students more facilities needed to be provided as the campus was home for students living on it;

- The arrival of the new Vice-Chancellor could be a good time to press for a multi-faith space;
- The Religion Coordinating Group was working strongly for all faiths and those with no faith, and welcomed ideas.

813. ANY OTHER BUSINESS

- (1) The Committee was advised of ongoing consultation on a new Mental Health Strategy with consultants meeting 1-1 with stakeholders and also with focus groups.
- (2) The Committee thanked the Chair for his work championing equality and diversity over the past 10 years, during which time the University had gained the bronze Athena SWAN award, many departments had also gained awards and the number of female professors had doubled.

The Chair announced that the new Chair would be Professor David Galbreath.

814. PROGRAMME OF MEETINGS

The remainder of the programme of meetings for 2018/19 was noted (both meetings on Thursdays at 2.15pm):

- 11 April (this date may have to change)
- 13 June

Post meeting note: the April meeting is now on Tuesday 16 April at 2.15pm and the June date will also be changed.

The meeting concluded at 4.15pm

Chair: