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**Meeting:** EQUALITY AND DIVERSITY COMMITTEE – SPECIAL MEETING

**Date and Time:** Thursday 2 May 2019 at 9.30am

**Venue:** 8 West 2.22

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Present:	David Galbreath	Chair
	Eve Alcock	President, Students' Union
	Richard Brooks	Director of Human Resources
	Aurelien Mondon	Co-Chair, Equality and Diversity Network
	Cassie Reis	Staff Representative (Technical and Experimental)
	Mandy Wilson-Garner	Students' Union Advice and Community Manager
In attendance:	Filipa Vance	Project Manager (University Research), note taker
Apologies:	Leda Blackwood	Staff representative (Education and Research)
	Georgina Brown	Equality, Diversity & Inclusion Officer
	Marion Harney	Member appointed by Senate
	Caroline Harris	Secretary
	Charareh Pourzand	Member appointed by the E&D Network
	Susan Sutcliffe	Staff representative (Operational and Facilities Support)
Rachel Willis	Staff Representative (Management, Specialist & Admin)	

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**ACTION****815. DRAFT REF 2021 CODE OF PRACTICE**

This meeting had been arranged to discuss the single item as part of the consultation on the draft REF 2021 Code of Practice (circulated as Paper EDC18/19-024 with the papers for the planned meeting on 16 April 2019, which was subsequently cancelled).

Members who were unable to attend the meeting were invited to send comments on the draft Code of Practice; none were received.

Comments were made on the draft Code of Practice as follows:

- Point 28 (Training on equality and diversity principles for the panels): it was queried how this will be implemented and who will deliver the training. It was suggested that online modules were not appropriate. This matter to be raised with Josh Callander and Georgina Brown.
- Point 23 (Decisions relating to the composition of our REF submission will not be taken into account in relation to any decisions relating to individuals' future support or progression at the University): it was queried how this will be ensured. It was suggested that it should be fleshed out to include no detriment in regards to promotion.

- Appendix 1 (Research Independence and Individual Staff Circumstances panel) It was suggested to consider including a junior member of staff to ensure diversity.

Further suggestions outside the scope of the REF Code of Practice - Baseline analysis:

1. Post REF survey - impact assessment of REF: to include what people are feeling/thinking now and after REF, are people confident on the panels or the system and to capture concerns;
2. Impact assessment of recent appointments: in 2014-17, 2018-19 and post REF to review unintended discrimination towards early career staff.

These comments were passed to the Head of Research Information & Impact.

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The meeting concluded at 10.06am

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Chair: .....