

GOLDSMITHS COLLEGE
University of London

COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on Tuesday 24 October 2006

Present: Lady Celia Goodhart (Chair), Dr Philip Broadhead, Ms Katy Donnelly, Professor, Dennis Atkinson, Professor Sara Ahmed, Mr Bob Westaway, Mrs Mary Bown, Ms Vicky Annand, Ms Suzanne Stead

In Attendance: Ms Hilary Lowe, Ms Johanna May, Mr Luca Perera

Apologies: Mr Rob Letham, Dr Rosalyn George, Mr James Souter

1 IDENTIFICATION OF ITEMS FOR DISCUSSION

Noted: 1 No additional items were identified for discussion

2 APPROVAL OF ITEMS FOR FORMAL DECISION

Noted: 1 that under standing order 12, members were required to disclose any interest which others might reasonably think could influence that member's action and decisions and a member of the committee
2 that no member declared any such interest

3 MINUTES

Resolved: that the minutes of the meeting held on 16 May 2006 be approved

4 COLLEGE POLICY ON CONFLICTS OF INTEREST

Received: a report approved by Council and effective from 1 September 2006 on conflicts of interest

5 COMMITTEE SYSTEM AND TERMS OF REFERENCE (S06.141)

Received: a report from the EO Advisor on the new Committee structure and details of membership and terms of reference

- Noted: 1 that Vicky Annand and James Souter had been elected, by the Equal Opportunities Facilitators, as the two new representatives for the Equality and Diversity Committee
that Dr Claudia Bernard and Sharon Alleyne were thanked for their three years of service on the Equal Opportunities Committee
- 2 that Lady Celia Goodhart outlined the new Committee structure with the newly named Equality and Diversity Committee reporting to both Council and Academic Board

6 RESULTS OF SURVEYS FROM STAFF AND STUDENTS IN REGARD TO PERCEPTIONS OF DISABILITY WITHIN THE COLLEGE (S06.142)

Received: a report from the EO Advisor on the results of the surveys of staff and students in regard to perceptions of disability within the College

- Noted: 1 that the EO Advisor reported that access, communication and publicity, and training were some key areas identified as part of the survey
- 2 that the EO Advisor was setting up meetings with the Head of Estates and Services, Head of Communications and Publicity and the Training & Development Administrator to identify action points for the Disability Equality Scheme
- 3 that student perceptions on disability awareness at Goldsmiths was positive as they felt support and aid was provided to them
- 4 that a focus group with staff members on disclosure of disability had taken place during the summer term and that a student focus group was planned and that the views of disabled staff and students were being actively sought
- 5 that an induction training on disability had been developed for all new academic members in the College
- 6 that it would be essential that the College takes an active role to advertise disability issues across departments through the use of Committees and Hallmark
- 7 that it would be essential that an acknowledgment or feedback is provided to all those who have participated in the survey
- 8 that the Head of Communications and Publicity had stated that the Communications team is momentarily working with a Consultant on a signage project for the College

7 DRAFT COLLEGE DISABILITY SCHEME (S06.143)

Received: a draft report from the EO Advisor on the College Disability Scheme

- Noted:
- 1 that the draft document was a working document and a final Scheme would be sent to Council in December 2006 for approval and that views from Committee members on the draft were being
 - 2 that the EO Advisor reported that the Disability Scheme had been developed along the same lines as the Race Equality Action Plan
 - 3 that the Pro-Warden (Students and Learning Development) had explained that this work should be re-visited on an annual basis to ensure consistency and maintain its importance

Resolved: Committee Members would send, by email, any suggestions or ideas on the draft document to the EO Advisor, and copy in the Pro-Warden (Students and Learning Development)

8 REVIEW OF COLLEGE CODE OF PRACTICE RELATING TO EQUAL OPPORTUNITIES (S06.144)

Received: a Report from the EO Advisor to inform members of the Committee of the College Code of Practice relating to Equal Opportunities

- Noted:
- 1 that the EO Advisor had suggested that the Code of Practice would need to be reviewed once the disability scheme had been finalised
 - 2 that conducting a survey on gender and age would be essential to capture views and ideas in order to draw up a gender scheme and would contribute to the review of the code

9 ANNUAL REPORT OF THE EQUAL OPPORTUNITIES COMMITTEE 2005-06 (S06.145)

Received: a report to inform the Committee on progress in meeting the objectives for 2005-06 and to agree for the submission of the attached report to Academic Board and Council

- Noted:
- 1 that it had been evident that two areas from last year's objectives (Age and Gender) had not yet been met and that it would be essential that these are taken into consideration for this year
 - 2 that it had been necessary to re-visit the Harassment and Bullying policy and to analyse any casework relating to this topic to ensure that a new policy is developed effectively

10 THE EMPLOYMENT EQUALITY (AGE) REGULATIONS 2006 (S06.146)

Received a report to advise the Committee of guidance recently published by the Equality Challenge Unit in relation to age discrimination and student issues relating to students

Noted: that the EO Advisor and the Academic Registrar would meet in order to identify any action required and would report back to the next Committee

11 MONITORING OF STAFF RECRUITMENT 2005-06 (S06.147)

Noted: that there had been a technical problem with the new HR System which had caused problems extracting the necessary data to present at the Committee, however a full report would be presented at the next meeting in January

12 UPDATE ON EQUALITY TRAINING FOR THE RAE (S06.87)

Received: a oral report to inform the Committee on progress in providing equality training for those involved with the Research Assessment Exercise (RAE)

Noted: 1 that Lynda Agili had provided presentations to Heads of Departments, Researchers and Equal Opportunities Facilitators on the Code of Practice for the RAE so as to ensure that the principle of equality of opportunity is maintained throughout the process

2 that Lynda Agili had also outlined individual staff circumstances such as maternity leave and long-term sickness that were grounds to submit a reduced number of outputs

13 STANDING ITEM ON DISABILITY (S06.148)

Received: a report from the Disability Co-ordinator on the current position regarding support of and facilities available to students with disabilities and/or specific learning difficulties

Noted: that the Disability Co-ordinator had raised concerns over the issue of disabled toilets being locked and that no one had replied back regarding this matter

Resolved: that the EO Advisor would re-send the paper requesting that all of the disabled toilets remain unlocked to the Head of Estates and Services by copying in the Pro-Warden (Students and Learning Development) and the Disability Co-ordinator

14 WORK AND FAMILIES ACT 2006 (S06.149)

Received: a report from the Deputy Head of Personnel to advise the Committee on issues resulting from the Work and Families Act

- 1 that the maternity leave entitlement for a woman had been extended from six months to twelve months only to those who are expected to have a child on or after the 1 April 2007
- 2 that work had been carried out with the Finance department on cost implication of changing our current scheme

15 PROGRESS ON COLLEGE ANNUAL REPORT ON RACE EQUALITY

Received: an oral report from the EO Advisor to inform the Committee on the progress in producing the College Annual Report

Noted: that the EO Advisor had sent out the report to key members in the College for their input but had only received one response

Resolved: That the EO Advisor would re-send the report to the same individuals for asking again for their contribution

16 DRAFT NOTES FROM THE EQUAL OPPORTUNITIES FACILITATORS MEETING (S06.150)

Received: the draft notes of the Equal Opportunities Facilitators meeting held on the 10 October 2006

17 ANY OTHER BUSINESS

Rob Letham was thanked for his service to the Committee who wished him well in the future