

**GOLDSMITHS
University of London**

ACADEMIC BOARD AND COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on 1 May 2008

Present: Lady Celia Goodhart (Chair), Mr Bob Westaway, Dr Philip Broadhead, Mr Barry Hayward, Ms Hilary Lowe, Ms Eleanor Saunders, Mr James Souter, Dr Rosalyn George

Attendance: Ms Jeanette Muff, Ms Rosemary Harrison (for item 44), Ms Patsy Carter, Ms Alison Ahern and the following Equal Opportunity Facilitators – Rev Paul Collier, Dr Victoria Goddard, Ms Nevenka Martin, Dr Rekha Diwakar

Apologies: Mr Chris Pearson, Professor Sara Ahmed, Professor Dennis Atkinson, Ms Vicky Annand

OPEN BUSINESS

ANNOUNCEMENTS

The Chair welcomed the Equal Opportunity Facilitators to the meeting.

39 APOLOGIES FOR ABSENCE

40 IDENTIFICATION OF ITEMS FOR DISCUSSION

To consider any requests from members that items identified for Formal Decision or Report should be the subject of substantive discussion.

41 APPROVAL OF ITEMS FOR FORMAL DECISION

To confirm all formal decisions as proposed in the circulated papers.

42 MINUTES

Resolved:

that the minutes of the meeting held on 29 January 2008 be approved.

43 MATTERS ARISING FROM THE MINUTES

(i) the report on arrangements for the admission of applicants under the age of eighteen years was on the agenda for this meeting;

(ii) that Estates department had identified a representative to attend this Committee;

(ii) that the Equal Opportunities Advisor had discussed impact assessment with the Head of Student Support Services

Matters for Discussion

44 EQUAL OPPORTUNITIES MONITORING OF THE GOLDSMITHS COMMITTEE SYSTEM

Received:

the report from the Secretariat on the approach being adopted to collecting monitoring data. (08-24)

Noted:

(i) the approach being adopted and the statistical analysis as set out

Resolved:

(i) that equal opportunity monitoring of the Committee system be next carried out on membership for 2009-10

45 ANNUAL REPORT ON STUDENT APPEALS AND COMPLAINTS 2007-2008

Received:

the annual report from the Academic registrar on Student Appeals and Complaints. (08-99)

Noted:

(i) that this was the fifth year of reporting on formal appeals and complaints;

(ii) the improvements in the monitoring process;

(iii) seventy-four appeals and complaints had been submitted since last year's report

46 RACE EQUALITY POLICY AND UPDATED ACTION

Received:

the updated Race Equality Policy and Action Plan from the Equal Opportunity Advisor. (08-179)

Noted:

(i) that the College was exceeding the target for BME academic staff as currently outlined in the Race Policy and that the targets were something to consider when next updating the Policy;

(ii) that benchmarking figures at local and national levels could be useful in considering future targets

47 COLLEGE ANNUAL REPORT ON RACE EQUALITY POLICY

Received:

a report by the Equal Opportunity Advisor to advise Committee on progress throughout 2006-07. (08-180)

Noted:

(i) the work that had been carried out in the past year:

(ii) that it was planned to produce an annual report covering race, disability and gender in 2009

(iii) that the first workshops for staff under the banner of Celebrating Difference had been run on deaf and visual awareness and it was planned to include topics relating to race and gender in the next phase.

Resolved:

that the attached report be submitted to Academic Board and Council.

48 GENDER EQUALITY SCHEME AND UPDATED ACTION PLAN

Received:

the updated Gender Equality scheme and Action Plan from the Equal Opportunity Advisor. (08-181)

Noted:

(i) that staff, including Visiting Tutors on contract, 53% are female and 47% are male;

49 COLLEGE ANNUAL REPORT ON GENDER EQUALITY SCHEME

Received:

the college annual report on the Gender equality Scheme the Equal Opportunity Advisor (08-182)

Noted:

(i) the work that had been carried out in the past year:

(ii) that a confidential online forum had been set up for Harassment Advisors to share good practice and for mutual support

Resolved:

that the attached report be submitted to Academic Board and Council.

50 STANDING ITEM ON DISABILITY

Received:

the report of the Disability Co-ordinator, Student Services. (08-183)

Noted:

(i) that the new Disability Co-ordinator had been appointed and that the team now comprises of 1 Disability Co-ordinator, 1 Disability Advisor with responsibility for Assistive Technology and 1.5 Specialist Dyslexia tutors;

(ii) between February and April 2008 a total of 141 one to one appointments were offered to students with an additional 40 exam specific appointments as well as the weekly afternoon drop in sessions;

(iii) to date 16 students who are not eligible for the Disabled Student Allowance have been assisted in order to access needs assessments and further support.

51 ARRANGEMENTS FOR THE ADMISSION OF APPLICANTS UNDER THE AGE OF EIGHTEEN YEARS

Received:

The report from the Academic Registrar on the admission of students under eighteen years of age. (08-184)

Noted:

(i) that where an offer is made to an applicant under the age of eighteen years at the point of their formal registration, a letter will be sent to the prospective student enclosing a form of consent for the signature of their parent or guardian, together with a copy of this policy;

52 PROGRESS REPORT FROM THE EQUAL OPPORTUNITIES ADVISOR

Received:

a report from the Equal Opportunities Advisor on work that had been undertaken since the last committee. (08-185)

Noted:

(i) that the work outlined on the updating of the Race Policy and Gender Scheme and action plans and producing the annual reports were included elsewhere on the agenda;

(ii) progress in establishing a Disability Forum for disabled staff, supporting the Part-time staff Forum and the Harassment Advisors.

53 COUNSELLING SERVICE ANNUAL REPORT 2006 - 2007

Received:

the annual report from the Counselling Service (08-186)

Noted:

(i) that 2006-07 had been a busy year for the student counselling service and that the number of students accessing the service has been increasing year on year;

(ii) in previous years the number of students from non white backgrounds has approximately matched their representation in the student body as a whole, whereas in 2006 – 2007 there had been a lower proportion of students from ethnic minority backgrounds seeking counselling;

(iii) the ethnic breakdown of those using the service will be monitored to assess whether there is a need to change any aspects to ensure that it is user friendly for all ethnic groups;

(iv) the number of staff using the service had increased with a significant rise in the number of academic and academic related categories.

54 STAFF EQUALITY MONITORING FIGURES FOR APRIL 2008

Received:

the monitoring report which had been produced in April 2008. (08-187)

Noted:

(i) that they provided a good basis on which to monitor trends and that analysis had been included in the annual reports elsewhere on this agenda.

55 STAFF EXIT FIGURES FOR SEPTEMBER 2006 – AUG 2007

Received:

the staff exit figures for September 2006 – August 2007 summarising the key questions from the Staff Exit Report. (08-188)

56 IMPROVING SPECIALIST DISABILITY EMPLOYMENT SERVICES – ECU RESPONSE

Received:

for information the Equality Challenge Unit response to the Department of Work and Pensions consultation. (08-189)

57 ETHNICITY, GENDER AND DEGREE ATTAINMENT PROJECT – FINAL REPORT

Received:

The report from Universities UK summarising findings from the project on Ethnicity, Gender and degree Attainment. (08-190)

58 DRAFT NOTES FROM THE EQUAL OPPORTUNITY FACILITATORS MEETINGS HELD 15 JANUARY AND 12 MARCH 2008

Received:

the notes of the meetings held on 15 January and 12 March for information. (08-191)

Other Business

59 ANY OTHER BUSINESS

(i) Paul Collier in his role as a Facilitator raised the issue that although the College had a Race Policy and Gender and Disability Schemes we had no specific policies on faith and sexual orientation.

Noted: (i) that there were regulations in place and that these were areas that it was expected would be included in a future Equality Scheme when the proposed Equality Bill became law

60 NEXT MEETINGS

Noted:

that the next meetings will be held on 5 November 2008, 3 March and 14 May 2009.