

GOLDSMITHS
University of London

ACADEMIC BOARD AND COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on 5 November 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, Ms Vicky Annand

Attendance: Ms Johanna May, Ms Patsy Carter

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

OPEN BUSINESS

ANNOUNCEMENTS

The Chair welcomed the Equal Opportunity Facilitators to the meeting.

1 APOLOGIES FOR ABSENCE

2 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.

3 APPROVAL OF ITEMS FOR FORMAL DECISION

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

4 MINUTES

Resolved:

that the minutes of the meeting held on 1 May 2008 be approved.

5 MATTERS ARISING FROM THE MINUTES

(i)

(ii)

Matters for Discussion

6 standing orders

Received:

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

7 College policy on conflicts of interest

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

8 the committee system and terms of reference, composition and membership

Received:

the updated Race Equality Policy and Action Plan from the Equal Opportunity Advisor. (08-390)

Noted:

- (i) that the quorum for meetings is 5 members

9 college code on equality and diversity

Received:

a report by the Equality and Diversity Advisor on a revised College Code on Equality and Diversity. (08-391)

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.

10 report of the disability co-ordinator, student support

Received:

the report from the Disability Co-ordinator, Student Services. (08-392)

Noted:

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

11 Goldsmiths workforce profile

Received:

the college annual report on the Gender equality Scheme the Equal Opportunity Advisor (08-342)

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.

12 equality bill

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.

13 Access to work

Received:

The report from the Academic Registrar on the admission of students under eighteen years of age. (08-394)

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;

14 draft notes of the equality and diversity champions meeting held on 7 october 2008

Received:

Draft notes from te meeting held on 7 October 2008. (08-395)

Noted:

- (i)
- (ii)

Other Business

15 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

16 NEXT MEETINGS

Noted:

that the next meetings will be held on 3 March and 14 May 2009.