

**GOLDSMITHS
University of London**

ACADEMIC BOARD AND COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on 3 March 2009

Present: Lady Celia Goodhart (Chair), Mr Barry Hayward, Ms Hilary Lowe, Ms Eleanor Saunders, Ms Vicky Annand, Mr Chris Pearson, Ms Emma Sowden, Professor Dennis Atkinson

Attendance: Ms Jess Tratt, Rev Paul Collier

Apologies: Professor Rosalyn George, Dr Philip Broadhead, Ms Rheem Al-Adhami, Mr James Souter

OPEN BUSINESS

ANNOUNCEMENTS

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 5 November 2008 be approved.

5 MATTERS ARISING FROM THE MINUTES

There was none

Matters for Discussion

6 REPORT FROM THE EQUALITY AND DIVERSITY ADVISOR

Received:

A report on the work being undertaken by the Equality and Diversity Advisor with a draft Dignity at Work policy and equality impact assessment. (09-57)

Noted:

- (i) progress in relation to e-recruitment and the collection of data regarding faith and sexual orientation and the categories of disability
- (ii) it is planned that the policy on Dignity at Work will go to Council on 25 June for approval and has been sent to the trades unions for comment
- (iii) that the policy is critical as to how we handle diversity and how we move from compliance to providing business benefits
- (iv) the draft Equality Impact Assessment accompanying the draft policy
- (v) that a major training programme on Dignity at Work is being planned and this will focus on positive relationships
- (vi) members of the Committee were asked to submit any further comments they may have to the Equality and Diversity Advisor before the next meeting

7 COLLEGE CODE ON EQUALITY AND DIVERSITY

Received:

A revised Code on Equality and Diversity from the Equality and Diversity Advisor (08-391R)

Agreed:

- (i) the Code on Equality and Diversity and to forward this to Academic Board and Council for approval

8 REPORT OF THE DISABILITY CO-ORDINATOR, STUDENT SUPPORT

Received:

A report from the Disability Co-ordinator (09-112)

Noted:

- (i) the proposal for the establishment of a reasonable adjustments fund with an annual budget to replace the current system of submitting assessments to the Director of Finance for support for disabled students, not eligible for the Disabled Students' Allowance.

- (ii) The Committee supported the general approach and recommended that a business plan be sent to SMT
- (iii) that the Access to Learning Fund allocation, which has been reduced by HEFCE (in common with other HEIs) and the anticipated rise in demand led to the closure to applicants for SpLD assessments from 24 February. It will re-open again in September.
- (iv) discussion as to whether Goldsmiths fund dyslexia tests for EU/International students and asked the Disability Co-ordinator to research how other universities approach this

9 REPORT FROM ESTATES AND FACILITIES DEPARTMENT

Noted:

- (i) that unfortunately the planned oral report needed to be postponed until 14 May.

10 STAFF DEVELOPMENT OVERVIEW

Received:

A report from the Staff Development Advisor on workshops and events run in 2007-08 and plans for future provision (09-113)

Noted:

- (i) the workshops that had been run
- (ii) the intention to provide more detailed statistical information with year to year comparisons as HR improves the data reporting via Pyramid
- (iii) that training opportunities for staff on manual and lower grades such as NVQs are being considered

11 THE DISABILITY SYMBOL

Received:

A report from the Equality and Diversity Advisor, updating the Committee on progress regarding staff disability issues. (09-114)

Noted:

- (i) the work undertaken in relation to the five commitments needed to achieve the Disability Symbol
- (ii) discussion on the commitment to interview all disabled applicants who met the minimum conditions for a job vacancy and agreement to support a paper to SMT to seek their views on this commitment and on Goldsmiths working towards the Disability Symbol

12 DRAFT POLICY ON RELIGION AND BELIEF

Received:

A draft report on religion and belief from the College Chaplain and an oral update on faith issues throughout the College (09-123)

Noted:

- (i) that the multi faith prayer room has been seen by other HEIs and FE colleges as a role model, especially in the London area
- (ii) the room was used by staff and students
- (iii) that the Chaplain has shown around many visitors including clergy from Norway and Finland and representatives from the business community
- (iv) that the draft policy welcomes diversity and attempts to deal with some of the issues and how they can be addressed
- (v) that further investigation was required regards College policy in relation to photo identification
- (vi) the Committee thanked Paul for all of his work and noted his significant contribution to the promotion of equality and diversity

13 STRATEGIC OBJECTIVES AND TARGETS**Received:**

An oral report from the Chair of the Committee

Noted:

- (i) that the Chair was pleased on the progress regards compliance and how this had improved over the past 5 years
- (ii) there was now a need to build on this, monitor what is happening and put forward further recommendations for change
- (iii) we have experts in the College and we could look to asking them to Committee when papers relating to their areas of their expertise were being discussed
- (iv) we could do more to invite departments to report on their achievements in relation to equality and diversity
- (v) that the Chair felt that the Equality and Diversity Advisor and the Committee needed more support

14 DRAFT NOTES OF THE EQUALITY AND DIVERSITY CHAMPIONS MEETING HELD ON 17 FEBRUARY 2009

Received:

The draft notes from the meeting held on 17 February 2009. (09-115)

15 ANNUAL REPORT FROM THE EQUALITY AND DIVERSITY COMMITTEE

Received:

The Annual report on the work of the Committee which had been required by Council and agreed by the Chair (08-451)

Other Business

16 ANY OTHER BUSINESS

17 NEXT MEETING

The next meeting will be held on 14 May 2009