

**GOLDSMITHS
University of London**

ACADEMIC BOARD AND COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on 14 May 2009

Present: Lady Celia Goodhart (Chair), Dr Philip Broadhead, Mr Barry Hayward, Ms Hilary Lowe, Ms Eleanor Saunders, Prof Rosalyn George, Ms Vicky Annand, Ms Vivien Taibe, Ms Rheen Al-Adhami

Attendance: Ms Patsy Carter, and the following Diversity Champions – Ms Sharon Alleyne, Dr Rekha Diwakar

Apologies: Mr Chris Pearson, Professor Denis Atkinson

OPEN BUSINESS

ANNOUNCEMENTS

The Chair welcomed the Diversity Champions 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 3 March 2009 be approved.

5 MATTERS ARISING FROM THE MINUTES

There was none

Matters for Discussion

6 REPORT FROM THE EQUALITY AQND DIVERISTY ADVISOR

Received:

the report from the Equality and Diversity Advisor on current work including a brief summary of the Equality Bill with a revised copy of the Code on Dignity at Work for approval. (09-188R)

Noted:

- (i) that volunteers were covered by the policy and the Equality and Diversity Advisor would liaise with colleagues to ensure that the policy on volunteers referred to this Code
- (ii) a summary of who to go to for advice would be helpful

Agreed:

- (i) the Code on Dignity at Work and to forward this to Council for final approval

7 DIGNITY IN THE LEARNING ENVIRONMENT

Received:

A draft Code on Dignity in the Learning Environment from the Equality and Diversity Advisor (09-214)

Noted:

- (i) that the Pro – Warden Students and Learning to discuss with senior colleagues to whom complaints from students should be referred, so as to avoid a potential clash regards appeals
- (ii) that students should also be able to discuss concerns with any member of staff they feel comfortable with
- (iii) that College locations was intended to cover the Students Union

Agreed:

That the Pro-Warden Students and Learning amend the report as necessary and forward it to Council for approval. The amended Code to be come to the next meeting of this Committee for information.

8 REPORT FROM THE DISABILITY CO-ODINATOR, STUDENTY SUPPORT SERVICES

Received:

A report from the Disability Co-ordinator on recent work (09-215)

Noted:

(i) that the Learning and Teaching guidance had been updated so as to provide staff with a good practice guide on inclusive and learning and teaching strategies.

(ii) that a report was to be considered by SMT regarding proposals for the establishment of a disability reasonable adjustments fund for students

9 REPORT FROM ESTATES AND FACILITIES DEPARTMENT

Received:

a report by Head of Administration and Head of Capital Projects to advise Committee on improvements across the College estate (09-216)

Noted:

(i) that the lifts in RHB is now working and the Disability Co-ordinator was working on temporary route signage to and inside the lifts

(ii) the works associated with the new lift installation in the Students' Union building had been tendered and orders placed

(iii) the external signage has been designed and is currently being tendered

10 ANNUAL REPORT ON RACE POLICY AND GENDER AND DISABILITY SCHEMES

Received:

An Annual Report on the College Race Policy, Disability and Gender Schemes from the Equality and Diversity Advisor. (09-217)

Noted:

(i) the number of women professors were welcomed but there was no room to be complacent and there was still room for improvement

(ii) that there were no records of the number of student parents and this may be an issue to consider

11 DRAFT POLICY ON RELIGION AND BELIEF ISSUES

Received:

A revised draft policy on religion and belief (09-1123R)

Noted:

(i) the issue of timetabling was discussed and a report on this issue was asked for at a future meeting

(ii) guidance on time off for attending faith/religious festivals should be College wide

12 REPORT ON FORMAL APPEALS AND COMPLAINTS 2008-09

Received:

A report from the Acting Academic Registrar providing details of student formal appeals and complaints (09-105)

Noted:

(i) that the number of appeals submitted in 2008 was consistent with the previous year

(ii) that disabled students are disproportionate amongst those making complaints and appeals, however analysis of the nature of their complaints does not suggest that this is directly related to the disability concerned

13 COUNSELLING SERVICE – ANNUAL REPORT

Received:

The Annual Counselling Service Report for 2007-08 (09-180)

Noted:

(i) the year on year increases in the number of students seeking in counselling

(ii) that the gender balance of staff seeking counselling had shifted with 30 women and 11 men making contact with the service

Other Business

14 ANY OTHER BUSINESS

(i) Lady Celia Goodhart was thanked for her contribution to promoting equality and diversity and as a member for 6 years and as an effective Chair for the last 3 years.

15 NEXT MEETINGS

Noted:

that the next meetings will be held on 4 November 2009, 10 Feb 2010 and on 12 May 2010