

**GOLDSMITHS  
University of London**

**JOINT COMMITTEE OF COUNCIL & OF ACADEMIC BOARD**

**EQUALITY & DIVERSITY COMMITTEE**

**Minutes of the meeting held on 10 February 2010**

Present: Dr Philip Broadhead (in the Chair), Ms Alison Ahern, Ms Sharon Alleyne, Ms Jennifer Bain, Mr Barry Hayward, Mr Chris Pearson, Ms Evy Samuelsson, Ms Eleanor Saunders.

Apologies for absence: Professor Lisa Adkins, Mrs Alyson McGarrigle.

In attendance: Ms Patsy Carter, Mr Matthew Grew (Secretary).

**OPEN BUSINESS**

**1 MINUTES**

Resolved:

to approve the Minutes of the meeting held on 14 May 2009.

**2 CONFLICTS OF INTEREST POLICY**

Noted:

the College's Conflicts of Interests Policy, and its potential implications for the obligations of members of the Committee (09-319).

**3 STANDING ORDERS**

Noted:

the revised Standing Orders in force for all Goldsmiths Committees from 1 September 2009 (09-320).

**4 TERMS OF REFERENCE**

Noted:

the terms of reference, composition and membership of the Committee for the academic year 2009-10 (10-35).

## **5 REVISION OF THE GENDER EQUALITY SCHEME**

Received:

a proposed process for the revision of the College Gender Equality Scheme, from the Director of Human Resources (10-36).

Noted:

- (i) that the College was under a statutory obligation to review the Gender Equality Scheme by 30 April 2010;
- (ii) that the College would need to comply with the requirements of the Single Equality Act if this were to take effect in Autumn 2010 as planned;
- (iii) that the HR department would proceed with plans for the future production of a Single Equality Scheme covering race, disability and gender;
- (iv) that the HR department would undertake an equal pay audit from April to September 2010.

Resolved:

to consider the proposed revised scheme by email correspondence, to be approved by Chair's Action for recommendation to Council in March 2010.

## **6 COLLEGE CODE ON EQUALITY & DIVERSITY**

Received:

the revised College Code on Equality and Diversity, from the Director of Human Resources (10-37).

Resolved:

to amend the proposed Code by inserting the list of grounds of discrimination given in paragraph 4 at paragraph 2.

**Recommended:**

**that Council & Academic Board approve the revised Code on Equality & Diversity subject to the amendment above.**

## **7 ANNUAL REPORT ON RACE, GENDER & DISABILITY**

Received:

an oral report from the Director of Human Resources.

Noted:

that the Annual Report on Race, Gender & Disability would be presented to the Summer meeting of this Committee from May 2010.

## **8 REVIEW OF THE DISABILITY EQUALITY SCHEME**

Received:

the revised Disability Equality Scheme & action plan, from the Director of Human Resources (10-38).

It was noted that a cultural change was needed to move towards common ownership of responsibility for embedding good practice and awareness of diversity issues across the College; the Committee agreed that attention could be focussed on a joint action plan, formulated after wider consultation in response to customer need, following the introduction of the Single Equality Scheme.

Resolved:

- (i) to circulate the action plan at the next meetings of College Diversity Champions and of Departmental Administrators;
- (ii) to replace references (in the Scheme & action plan) to 'the disabled' with 'disabled people';
- (iii) to approve the Disability Equality Scheme & action plan subject to the amendment above.

## **9 EQUALITY AND DIVERSITY MONITORING OF THE GOLDSMITHS COMMITTEE SYSTEM**

Received:

a report from the Head of Corporate Governance & Information Management (10-39).

Noted:

that monitoring of the Committee system should be next carried out on the membership for 2012-13.

## **10 REPORT OF THE DISABILITY COORDINATOR**

Received:

a report from the Disability Coordinator (10-40).

## **11 GOLDSMITHS WORKFORCE PROFILE JANUARY 2010**

Received:

a report compiled from the Pyramid HR database (10-41).

## **12 REPORT OF THE ESTATES & FACILITIES DEPARTMENT**

Received:

an oral report from the Head of Administration, Estates & Facilities, highlighting the following recent access improvements to the College:

- (i) installation of lift, ramps and refuge areas in the Students' Union building;
- (ii) refurbishment of teaching rooms at Surrey House, and installation of ramps;
- (iii) installation of lifts, Richard Hoggart Building; refuge areas on upper floors to be provided;
- (iv) footpath and enhanced lighting around College Green;
- (v) replacement of linoleum and floor tiles, Richard Hoggart Building;
- (vi) external and way-finding signage to have been completed within eight weeks;
- (vii) planning consent had now been received for siteplan totems, and for listed buildings;
- (viii) the internal signage project was about to begin.

The Committee noted that disabled lavatories should be left unlocked, in compliance with the Disability Equality Scheme. These were currently accessible only with use of a RADAR key. The Head of Administration agreed to raise this matter with colleagues in the Estates Department.

The Committee noted its appreciation for the work achieved by the Estates & Facilities Department in improving access over the past year.

## **13 DIVERSITY CHAMPIONS' MEETINGS**

Received:

notes of meetings held on 23 June 2009, 14 October 2009 & 21 January 2010 (10-2).

## **14 NEXT MEETING**

Noted:

that the next meeting of the Committee would be held at 10am Wednesday 12 May 2010 in Room 226, Education Building.

*Matthew Grew*  
*February 2010*