

**GOLDSMITHS
University of London**

COUNCIL/ACADEMIC BOARD

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on 9 May 2012

Present: Mrs Alyson McGarrigle (in the Chair), Ms Sharon Alleyne, Ms Vicky Annand, Ms Jennifer Bain, Dr Philip Broadhead, Mr Patrick Bryden (deputising for Sarah Lambert), Ms Laura Kishore, Dr Deirdre Osborne, Ms Catherine Swarbrick, Ms Ellen Tsang, Ms Marcia Williams, Mr Barry Hayward (Secretary).

Apologies: Prof Michael Archer, Mr Manoj Kerai, Ms Sarah Lambert, Ms Eleanor Saunders, Ms Rachel Soper, Ms Colleen Toomey.

In attendance: The President of the Students' Union (item 4 only); the Chaplain.

1 MINUTES

Resolved:

to approve the minutes of the meeting held on 2 February 2012 with the deletion of resolution 3.i.iv which was an inaccurate note.

2 MATTERS ARISING FROM THE MINUTES

Noted:

- (i) that the tenure of the two present Diversity Champions had been extended by Council from 1 September 2012;
- (ii) that it was uncertain whether the Diversity Champions network would be resurrected, due to mixed feedback from the previous network;
- (iii) that two rooms had been allocated by Estates to the Disability Team for the use of dyslexia tutors, but that this was on a temporary basis.

3 EQUALITY OBJECTIVES

Received:

a revised paper (12-228) from the interim Equality and Diversity Adviser, Marcia Williams outlining a set of Objectives designed to meet the College's obligations under the Public Sector Equality Duties as defined in the Equality Act 2010.

There was a wide ranging discussion and it was generally agreed that much more work with individual departments was needed to set more specific targets and outcomes.

It was stressed by the Equality and Diversity Adviser that the Objectives in the draft document covered the minimum requirements for compliance with the Equality Act. It was also pointed out that Goldsmiths had missed the deadline for publishing this information which was 30 April 2012.

Noted:

that the legal requirement to publish Goldsmiths' Equality Objectives had passed at end of April and therefore something need to be published as soon as possible.

Resolved:

- (i) that an update of the paper be prepared for the June 2012 meeting of Council;
- (ii) that HR would coordinate wider consultation to ensure specific targets were included; each relevant department could be invited to suggest three objectives for each year;
- (iii) that the Committee receive clarification on responsibilities and roles of staff in terms of Equality and Diversity work.

4 STUDENT UNION DISABILITY CAMPAIGN

The President of the Students' Union provided an oral report. A group of Disabled Students had approached the SU to complain about facilities in the College for disabled students. The feedback particularly focused on the Assistive Technology Centre (ATC) in the Library, but also included issues of limited access to counselling, dyslexia tutors and mentoring services.

Noted:

- (i) that the President of the Students' Union had met that morning with the Pro-Warden (Students and Learning Development) and the Disability Coordinator to discuss how to address the concerns.
- (ii) that the Pro-Warden (Students and Learning Development) had offered to set up a meeting with Estates, Library, Disability and IT staff as a priority to resolve the ATC situation;
- (iii) that the Interim Director of Student Services and the Disability Coordinator would work with the Students' Union on a survey of other HEI disability services to compare facilities.

Resolved:

that the Committee receive feedback on progress these issues at a future meeting.

5 STUDENT EQUALITY STATISTICS

Received:

a paper from the Director of Quality, Planning and Academic Governance (12-229).

Noted:

- (i) that the paper had not been printed in full, as the Secretary had only received it two hours prior to the meeting.
- (ii) that further data was required to meet the publication requirements of the Equality Act, and that this information was now overdue as the Act stipulated a publication date of 31 January 2012.

6 MEETING OUR ACCESS AGREEMENT TARGETS – OUTREACH

Received:

a paper from the Head of Marketing, Outreach and Recruitment, Keiron Broadhead (12-230).

The Director of Marketing, Recruitment and Communications presented the paper and there was praise for the work of the team. The Committee highlighted the connection between measuring recruitment targets with the issue of statistical data.

Recommended:

- (i) that the composition of the Committee be amended to include a member of staff with specific responsibility for management information.

[Secretary's note: this was approved by Council on 29 June 2012, Minute 15 refers. The new place is for "a member of staff appointed by the Registrar and Secretary", and Miss Rachel Soper has been appointed.]

- (ii) that Widening Participation be included in the terms of reference of Equality and Diversity Committee.

7 DISABILITY REPORT

Received:

a report from the Disability Coordinator, Barry Hayward (12-231).

Noted:

- (i) that the Mental Health Worker proposal was to be discussed at the next SMT meeting.
- (ii) that disability services facilities were stretched.

Resolved:

- (i) to support the proposals on dyslexia and adjusted marking.
- (ii) to invite the Director of Estates and Facilities to the next meeting to discuss office accommodation issues faced by the Disability Team.

8 REF CODE OF PRACTICE

Resolved:

that due to insufficient notice of this item it would not be discussed, but that members of the Committee could email comments to Ellen Tsang by 30 May 2012.

9 ANY OTHER BUSINESS

Noted:

that the College's Equality Code of Practice was out of date and would be reviewed.