

**GOLDSMITHS
University of London**

COUNCIL & ACADEMIC BOARD

EQUALITY & DIVERSITY COMMITTEE

Minutes of the meeting held on 6 November 2012

Present: Mrs Alyson McGarrigle (in the Chair), Ms Sharon Alleyne, Ms Vicky Annand, Ms Jennifer Bain, Ms Catriona Boulton, Mr Barry Hayward, Mr Joe Killin, Ms Laura Kishore, Ms Sarah Lambert, Dr Deirdre Osborne, Ms Min Rodriguez-Davis, Ms Eleanor Saunders, Ms Rachel Soper, Ms Colleen Toomey, Ms Ellen Tsang, Ms Tama White.

Apologies: Prof Michael Archer, Dr Michael Young.

In attendance: Mr Brian Lymbery, Ms Rebecca Pearson-Close (Secretary)

1 MINUTES

Resolved:

to approve the minutes of the meeting held on 9 May 2012.

2 MATTERS ARISING FROM THE MINUTES

Noted:

Min Rodriguez-Davies would investigate the status of the Diversity Champions network and report back to the next meeting – minute 2 (ii).

3 STANDING ORDERS

Received:

an updated version of the Standing Orders for 2012-13 (12-299)

4 CONFLICT OF INTERESTS POLICY

Received:

an updated Conflicts of Interest Policy (12-300).

5 TERMS OF REFERENCE, COMPOSITION AND MEMBERSHIP

Received:

an updated version of the Terms of Reference, Composition and Membership for the Equality and Diversity Committee for 2012-13 (12-420).

6 EQUALITY AND DIVERSITY UPDATE

Received:

a paper from the Interim Equality and Diversity Officer, Min Rodriguez-Davies (12-421).

Noted:

- (i) that Goldsmiths was currently not compliant with the Equality Act 2010;
- (ii) that the Equality and Diversity annual report must be published by the 31 January 2013.

Resolved:

- (i) that Min Rodriguez-Davies would redraft the equality objectives and that there should be consultation with the College, Trades' Unions and Students' Union, it being noted that the deadline for publishing these revised objectives was the 6 April 2013;
- (ii) not to renew membership of the Stonewall Diversity Champions programme;
- (iii) to promote the Two Ticks – Positive about Discrimination initiative;
- (iv) not to renew membership of the Mindful Employer scheme but instead to press for a Mental Health Advisor who can advise students and staff;
- (v) to investigate the possibility of engaging the services of a paid intern to update the Equality and Diversity webpages.

7 REVIEW OF THE EQUALITY AND DIVERSITY CODE OF PRACTICE

Recommended:

that the Code of Practice on Equality and Diversity be rescinded, and replaced by the Statement of Commitment set out in paper 12-422, subject to minor amendment in accordance with comments made by the Committee.

8 EQUALITY ANALYSIS TEMPLATE

Received:

a .draft Equality Analysis Template from Min Rodriguez-Davies (12-423).

Resolved:

that members of the Equality and Diversity Committee would submit comments on the template to Min Rodriguez-Davies and that a revised template should be presented at the next meeting.

9 WORKFORCE PROFILE

Received:

a report from the Interim Equality and Diversity Officer (12-424).

Resolved:

that this report should be presented to Council and that the accompanying hand-outs should be in colour.

10 UPDATE ON STATUTORY DATA REQUIREMENTS FOR PUBLISHING

Received:

an oral report from the Director of Quality, Planning and Academic Governance and the Interim Equality and Diversity Officer. It was suggested that presentation of questions to students at enrolment be simplified as far as possible to encourage them to complete all relevant fields.

11 ESTATES UPDATE

Received:

An oral report from the Interim Director of Estates

Noted:

- (i) that new disabled and unisex toilets had recently been installed and that a campus map showing these facilities would be produced shortly;
- (ii) that there were ongoing discussions to re-site the Disability Team within the Richard Hoggart Building.

12 DISABILITY REPORT

Received:

a report from the Disability Coordinator, Barry Hayward (12-436).

Noted:

- (i) that the current budget for educational psychologist assessments for dyslexia was insufficient for the anticipated demand this academic year;
- (ii) that, at the recommendation of the Learning and Teaching Committee's Standards Scrutiny Sub-Committee, there would be a further review of the College's dyslexia support.

Recommended:

that the Disability Coordinator should write a policy case for dyslexia assessment .

13 REPORT ON THE EQUALITY MONITORING OF THE COMMITTEE SYSTEM

Received:

a report from the Head of Corporate Governance and Information Management (12-425).

Noted:

that under the monitoring arrangements approved by the Committee on 1 May 2008, equality and diversity monitoring of the Committee System should be next carried out on the membership for 2015-16.

14 2011-2012 ANNUAL REPORT

Received:

the annual report from the previous committee secretary, Barry Hayward (12-426).

Rebecca Pearson-Close
December 2012