

**GOLDSMITHS  
University of London**

**COUNCIL & ACADEMIC BOARD**

**EQUALITY & DIVERSITY COMMITTEE**

**Minutes of the meeting held on 1 May 2013**

**Present:** Mrs Alyson McGarrigle (in the Chair), Ms Alison Ahern, Ms Vicky Annand, Professor Michael Archer, Ms Jennifer Bain, Ms Catriona Boulton, Mrs Liz Bromley, Ms Kath Clarke, Mr Barry Hayward, Ms Sarah Lambert, Ms Eleanor Saunders, Ms Rachel Soper, Ms Colleen Toomey, Ms Tama White, Dr Michael Young.

**Apologies:** None received

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

**1 IDENTIFICATION OF ITEMS FOR DISCUSSION**

It was agreed that item 9 (Disability Report) would be discussed at the meeting.

**2 MINUTES**

**Resolved:**

to approve the minutes of the meetings held on 6 November 2012 and the 7 March 2013.

**3 MATTERS ARISING FROM THE MINUTES**

There were no matters arising.

**4 UPDATE ON THE RECRUITMENT OF AN EQUALITY AND DIVERSITY MANAGER**

**Received:**

an oral report from the Director of Human Resources regarding the recruitment process and timeline for the appointment of a new Equality and Diversity Manager.

**Noted:**

- (i) that the interview date is the 24 May 2013
- (ii) that some applicants may need to give three months' notice

## **5 2014/15 ACCESS AGREEMENT**

### **Received:**

a paper from the Director of Quality, Planning and Academic Governance (13-160).

### **Noted:**

- (i) the access agreement was submitted to OFFA in April. They are expected to respond in the next couple of months.
- (ii) the Equality and Diversity Manager will feed into future OFFA submissions
- (iii) Goldsmiths has just signed up to the 'Realising Opportunities' scheme
- (iv) that Goldsmiths intend to launch the 'GoldStart' programme to assist students with the transition from school to HE

### **Resolved:**

- (i) that the new Director of Students, Alumni and Library Services would look at and address the problem of long turnaround times in student hardship cases

## **6 EQUALITY AND DIVERSITY DATA OVERVIEW**

### **Received:**

a paper from QPAG on data sources, applicant profiles and staff profiles (13-161).

### **Noted:**

- (i) that more data was required on student retention and achievement

## **7 REVIEW OF EQUALITY PLAN OBJECTIVES AGAINST STUDENT AND STAFF PROFILES**

### **Received:**

a paper outlining the current Equality Objectives (13-162).

### **Noted:**

- (i) that it is the role of the Pro Wardens and Associate Pro Wardens to ensure that the teaching and learning strategy is relevant to all students.

## **8 DISABILITY REPORT**

### **Received:**

a paper from the Disability Coordinator (13-163)

### **Noted:**

- (i) that a Senior Disability Adviser (mental health) post had been created and filled as had a new general Disability Adviser post.
- (ii) that the Learning and Teaching Committee had agreed that dyslexia cover sheets would be phased out and replaced with IT support and tutoring

- (iii) the Disability team were working with the Library to offer visually impaired students accessible reading material

## **9 ESTATES UPDATE**

### **Received:**

An oral report from the Interim Director of Estates and Facilities.

## **10 I-GRASP RECRUITMENT SYSTEM UPDATE**

### **Received:**

a written report from the Director of Human Resources (13-164).

## **11 ANY OTHER BUSINESS**

The Committee wanted to record their thanks to Alyson McGarrigle for her sterling work over the past few years as Chair of the Equality and Diversity Committee.

Rebecca Pearson-Close  
May 2013