

**GOLDSMITHS
University of London**

COUNCIL & ACADEMIC BOARD

EQUALITY & DIVERSITY COMMITTEE

Minutes of the meeting held on 4 March 2014

Present: Mr Brian Lymbery (Chair), Ms Sharon Alleyne, Ms Jennifer Bain, Ms Parveen Betab, Ms Catriona Boulton, Ms Kath Clarke, Mr Barry Hayward, Dr Sarah Lambert, Dr James Ohene-Djan, Dr Deirdre Osborne, Mr David Richards, Ms Eleanor Saunders, Dr Michael Young

Apologies: Professor Michael Archer, Ms Liz Bromley, Ms Claire MacLean

In attendance: Mrs Rebecca Pearson-Close (Secretary), Mr Kieron Broadhead, Mr Robert Howard

1 APOLOGIES FOR ABSENCE

See above.

2 IDENTIFICATION OF ITEMS FOR DISCUSSION

No additional items were recommended for discussion.

3 MINUTES

Resolved:

to approve the minutes of the meeting held on 9 October 2013.

4 MATTERS ARISING FROM THE MINUTES

- (i) The Equality and Diversity Manager offered to send her notes from the October meeting to all committee members.
- (ii) Re minute 11 (ii) Michael Young advised that the Santander Skills and Academic Development project would allow targeted activity to allow the College to support students appropriately and address some of the issues encountered by students with learning disabilities.

5 UPDATE FROM THE EQUALITY AND DIVERSITY MANAGER

Received:

a written report from the Equality and Diversity Manager including an Equality and Diversity update, a draft Equality and Diversity Strategy, Equality and

Diversity workforce profile for 2012/13 and an Equality Analysis template and Toolkit.

Noted:

- (i) that levels of disability disclosure amongst staff are low (3%). The national average is 16%.
- (ii) that the student profile for 2012/13 will be available and discussed at the next meeting
- (iii) that student data against attainment, withdrawal, progression and career path is a key piece of management data that is currently missing. Academic departments could support this by ensuring that student withdrawals and interruptions are reported promptly and that all students are interviewed before they interrupt or withdraw.
- (iv) that the Equality and Diversity Manager would re-send the Equality Analysis template and toolkit round to Committee members for comment and feedback.
- (v) that a briefing sessions on when an Equality Analysis is appropriate will be given to HODs – possibly by inviting the Equality and Diversity Manager to present to the School meetings.
- (vi) the Equality and Diversity Manager will make copies of the Equality and Diversity REF report available to Committee members.
- (vii) Simon Kear from GLEU will be invited to attend and speak at the next Committee meeting regarding some work that he has recently completed on the VLE.
- (viii) David Richards offered to share information that he has on staff networks with the Equality and Diversity Manager and that the idea of networks and the Equality Champions network would be discussed at the next Committee meeting.

6 UPDATE FROM THE HEAD OF ADVICE, DISABILITY AND SUPPORT

Received:

a written report from the Head of Advice, Disability and Support (13-320).

Noted:

- (i) that the Mental Health working group should ensure that its scope and terms of reference are student focused.
- (ii) that the Committee has requested that Sue Dixon produce a draft Mental Health Strategy for consideration at the next Equality and Diversity Committee meeting.
- (iii) that as from January 2014 disability advice has been delivered in part via the Student Centre.

7 OUTREACH AND ADMISSIONS UPDATE

Received:

a written report from the Head of Marketing, Outreach and Recruitment

Noted:

- (i) that there are three priorities – using contextual student data in admissions, the Goldsmiths Progression Scheme and transitional programmes often in

conjunction with the Student Union such as holding residential events prior to starting University in the September, introducing students to lecture theatres, how to take notes.

- (ii) that Goldsmiths is well represented locally with Goldsmiths students helping in 58 local schools.

8 TEACHING AND LEARNING STRATEGY IMPLEMENTATION

Received:

a written report from the Associate Pro-Warden (Widening Access and Student Opportunity)

Noted:

- (i) all academic departments have been asked to incorporate internationalism, diversity and widening participation into their departmental Learning, Teaching and Assessment strategies.

9 ESTATES UPDATE

Received:

A verbal update from the Director of Estates and Facilities

Noted:

- (i) the Richard Hoggart building forecourt is now accessible by wheelchair
- (ii) the possibility of installing beacon fire alarms is being investigated
- (iii) evac chairs will be installed over Easter
- (iv) a deaf messaging service has been installed in the NAB, RHB and Whitehead buildings
- (v) personal fire evacuation plans are being produced for all disabled students.

10 ANY OTHER BUSINESS

- (i) The Chair is keen to invite guest speakers to address the Committee on relevant issues.
- (ii) The Chair questioned if there were ways in which the Committee might operate more effectively.

Rebecca Pearson-Close
March 2014