

## Equality and Diversity Committee

### Minutes of the meeting of the Equality and Diversity Committee held on 24 April 2017

#### (Minutes 16.36 – 16.57)

**Present:** Professor Iain Cameron, Ms Alison Campbell, Dr Morag Ferguson, Ms Jan Hulme (Chair), Mr Alex Killick, Mr Adrian Lui, Mr Vincent McKay, Professor Valerie Webster.

**Apologies:** Professor Cam Donaldson, Mr Tom Halpin, Professor Toni Hilton, Professor Antony Morgan, Ms Jodie Waite, Ms Stephanie Young.

**In attendance:** Mr Paul Woods, Department of Governance (Secretary)

### Minutes of the meeting of the Equality and Diversity Committee 1<sup>st</sup> December 2016

16.36 Approved The unconfirmed draft minutes of the Equality and Diversity Committee held on 1<sup>st</sup> December 2016 (**DocED16/13**).

#### Matters Arising

16.37 Received The Matters Arising Briefing Note (**DocED16/14**).

16.38 Discussed **Scottish Funding Council gender action plan**

1. The Scottish Funding Council Gender Action Plan guidance had been received and was less ambitious than expected.
2. There was a working group developing the GCU action plan and it was expected to be ready by end of July 2017. The action plan would ultimately be presented to the Executive Board and Court.
3. College Connect members asked to be involved in the process to enable awareness of FE partners plans. It was agreed a partnership approach was required.

16.39 Reported **Athena SWAN action Plan and Progress Report**  
By Professor Webster that the EBE submission for Silver Athena Swan had been put on hold meanwhile. It was acknowledged that there had been good progress but more time was needed to ensure that it reflected the learning of the University's Bronze submission.

16.40 Discussion  
Members discussed the possibility of using a standard template for Athena Swan. The Equality and Diversity Advisor informed members he was developing a template based on feedback from Equality and Diversity champions and senior managers.

16.41 Reported **Future Strategy for Equality and Diversity Staff Training**  
By the Equality and Diversity Advisor that staff training is referenced in most School and Department action plans but the feedback he had received was that training was inconsistent and targets had not yet been achieved. Members agreed the key to completion of targets was to have a consistent message through PDAR processes.

- 16.42 Resolved
1. That the requirement for equality and diversity training should be included in PDAR guidance.
  2. That training be co-ordinated through People services.
  3. That the relevant statistics should be updated.

**Equality Outcomes Framework Reporting: Public Sector Equality Duty Report**

- 16.43 Received Public Sector Equality Duty Report (**Doc ED16/15**)
- 16.44 Reported By the Equality and Diversity Advisor that this biennial report would be scrutinised by the Equality Challenge Unit (ECU) who would feed back to HEIs. The ECU had commended the 2015 GCU report and its format so a similar format had been used. He asked members to note that it would be a public document and must meet all legal requirements.
- The key features highlighted were:
1. The substantial narrative illustrating mainstreaming equality and diversity in core activities.
  2. Progress of equality outcomes over 4 year period.
  3. Publication of the document by end of April 2017 was required.
- 16.45 Discussed Members provided a number of stylistic comments on the text.
- 16.46 Agreed That the document be updated in line with the comments and the statistics checked before submission to University Court.

**Equality Outcomes Framework Reporting: Equality Outcomes 2017-2021**

- 16.47 Received Equality Outcomes 2017-2021 (**Doc ED16/16**)
- 16.48 Reported By the Equality and Diversity Advisor that the outcomes had been developed from a consultation process involving staff, students and others external to GCU, as well as building on the original equality outcomes published in 2013. The paper would be presented to the University Court.
- He informed members that there were 3 outcomes and 9 themes and the outcomes were:
- Equality Outcome 1: Our people have a strong knowledge of equality and diversity so that our behaviours promote dignity and respect for people with protected characteristics
  - Equality Outcome 2: Our University is accessible, safe and welcoming to all people from different protected characteristic groups
  - Equality Outcome 3: People with protected characteristics have the same opportunities as others and achieve positive outcomes in relation to their work and study experiences
- 16.49 Discussed Members asked if the proposed outcomes were developed through further engagement and consultation. The Equality and Diversity Advisor stated that this had been done through equality champions, attendees of the consultation sessions, some senior managers and HLS Equality and Diversity committee.

He informed members that the associated communications strategy would be operationalised via the champions and SMGs.

Members discussed the training requirements identified as a priority. Members agreed that there should be targeted training taking a subject's role into account.

16.50 Approved The Equality Outcomes 2017-2021.

### **Equality Outcomes Framework Reporting: School and Directorate Equality and Diversity Action Plans**

16.51 Received School and Directorate Equality and Diversity Action Plans (**Doc ED16/17**)

16.52 Discussion Members agreed that the action plans had improved significantly since the initial submissions. A member suggested that a challenge meeting process may be an appropriate mechanism to develop the action plans further.

The Equality and Diversity Advisor stated that the preferred approach was through guidance and support. The next step was to enhance the standardisation of the reporting from each area.

Members felt that a reporting template including a subset of data for each School Directorate would be helpful in that respect.

Members also agreed that that sharing of the reports between Schools and Directorates would be useful in enhancing standardisation.

16.53 Agreed

1. That the template be developed in line with the above comments.
2. That sharing of reports be encouraged.

### **Gender Equality – Athena SWAN update**

16.54 Received Athena SWAN update (**Doc ED16/18**)

16.55 Reported (i) By the DVC (Academic) that the activity of implementing the commitments of the submission continues. The scope of the final submission was wider than before but trying to be focused. The intention was to capture the Gender Equality Action Plan without duplicating.

An Athena Swan action tracker has been created. It has been found to be useful and the methodology will be used in other areas.

16.56 Agreed

- a) To note the Athena SWAN Action Plan.
- b) That the Action Plan be updated on a regular basis to indicate progress made.
- c) That the Equality and Diversity Advisor prepare a report for Executive Board detailing the timeline and processes involved for the reapplication in 2019.

### **Date of Next Meeting**

The next meeting will be held at 2.30pm on Monday 2<sup>nd</sup> October 2017.

