



Equality and Diversity Strategy Committee

Minutes of EDSC meeting held on 20 November 2017
Melville Room, Level 4, Gilbert Scott Building

Present: Principal Anton Muscatelli (Convener), Mrs Christine Barr, Prof James Conroy, Dr David Duncan, Ms Jane Weir (vice Mrs Christine Lowther), Miss Lauren McDougall, Mrs Margaret-Ann McParland, Prof Roibeard O Maolalaigh, Miss Kate Powell, Miss Rachel Sandison, Dr Helen Stoddart, Ms Lesley Sutherland, Ms Mhairi Taylor

Apologies: Prof Anne Anderson, Prof John Briggs, Prof Frank Coton, Prof Neal Juster, Mrs Christine Lowther

Attending: Mr James Ford, Mrs Janell Kelly (clerk), Mrs Eleanor Magennis, Ms Zoe Tupling

1 Welcome and Apologies

The Convener welcomed members and noted the apologies received. He advised J Weir was in attendance for the outgoing Director of Student Services.

The Convener invited introductions as this was the first meeting of this academic year, with new Students' Representative Council (SRC) members and a number of colleagues were attending to speak to specific agenda items only.

2 Minutes of the Previous Meeting – EDSC/20170530/Minutes1.0

The minutes were approved as an accurate record.

3 Matters arising from meeting held on 30 May 2017 – Paper 1

The Convener noted all of the actions from the previous meeting were marked as completed however, a further update on a number of items was provided:

Action Point 1 – Mental Health questions within Student Survey

M Taylor confirmed PB&I were open to new questions to the Survey however would only be on a 'one in – one out' policy. As the SRC are involved in the discussions on the Survey, PB&I have asked that the SRC raise this through that forum.

Action Point 3 – SFC Gender Action Plan (GAP)

The Convener noted the finalised SFC GAP document was provided as Paper 11 under Item for Information.

Action Point 5 – Student Parents' Policy

M Taylor advised, following meetings with the SRC and Senate Office, the development of the policy would take longer than originally anticipating due to the complexities of the issues. A further update on progress to be provided at the next EDSC meeting.

ACTION: EDU

Action Point 7 – Russell Group Pro-Vice Chancellor Equality Group

M Taylor reported Prof Juster had attended the first meeting of this group. The next meeting will be on 8 December 2017. He does not intend to continue attending as it appears to be an informal support group for Pro-Vice Chancellors and Assistant Pro-Vice Chancellors who have an equality remit who do not have the support of a unit like the Equality and Diversity Unit.

4 University of Glasgow Design Standards Guide – Equality Considerations – Paper 2

The Convener welcomed colleagues from Estates and Commercial Services (E&CS). Eleanor Magennis, Project Development Manager and E&D Champion and Jim Ford, Head of Facilities Services, who referred members to Paper 2.

E Magennis advised the Design Standards Guide had been developed to put users at the centre of the design process and described the consultation process involving staff, students and E&CS colleagues as Design Champions (DC). This had led to the equality related areas considered within the Guide. The full Design Standards document, due to be finalised in early 2018, will be used to inform project boards and will require all project teams, architects and contractors to meet the standards as a minimum. Projects will be reviewed against the standards as part of the E&CS Soft Landings process.

Members discussed a number of areas of concern, including the need to ensure ongoing maintenance plans/contracts for fittings/AV equipment are taken into consideration when budgeting for projects and the need to ensure project evaluations are robust and inform future projects.

J Ford assured members the Soft Landings evaluation process had already been employed in recent projects which have, in turn, informed both current projects and the Guide.

The Convener thanked E Magennis and J Ford. He endorsed the Design Standards Guide and Soft Landing process, adding should there be any concerns or 'sticking points' on project boards, these could be raised with the Senior Management Group through him.

ACTION: E&CS

5 Annual EDSC Terms of Reference Review – Paper 3

Members noted, as a result of the updated membership for the 2017-18 session, the group's gender split was 50% Male & 50% Female. The Terms and Reference and Membership, shown in Paper 3, were approved.

6 Annual Staff Equality Monitoring Report 2016-17 – Paper 4

M Taylor presented Paper 4, highlighting a number of key positive changes and continuing challenges, as shown in the Executive Summary section, and asked for comments.

M A McParland asked what was being done to further investigate the poor success rates of job applicants from Black, Asian and Minority Ethnic (BAME) backgrounds, as this was a continuing theme from the previous five annual reports. C Barr reminded members previous investigations had shown the majority of unsuccessful BAME applicants did not meet the stated essential criteria for roles and had therefore been rejected in the first 'sift' of applications.

M Taylor confirmed this, however she noted further investigations are required to review roles where BAME candidates had met the essential criteria; shortlisting information/data would be required for this. She confirmed this would be taken forward through the Race Equality Group.

Members suggested Promotions data, currently only provided by Gender, also be reviewed in relation to Ethnicity. M Taylor agreed to look at this for the next report, noting the need to ensure anonymity may require grouping of grades, which could then render the data less meaningful.

ACTION: EDU

Members noted the higher rates of non-disclosure in both Disability and Ethnicity for staff in the College of Science and Engineering. M Taylor drew members' attention to the census date of the report, 24 August 2017. This is 2 weeks later than previous reports. She advised this later date has captured the recruitment period of Graduate Teaching Assistants (GTAs). The College of Science and Engineering has a higher number of GTAs than any other College. GTAs appear to be less likely to declare protected characteristics as they have little need to access the 'Diversity' area within the HRCore system.

Members welcomed the significant increase seen in Sexual Orientation declaration rates this year and agreed the inclusion of a full reporting section for this Protected Characteristic in the next monitoring report. Members approved the report for publication, subject to the removal of the confidential Case Management section.

ACTION: EDU

7 Disability Confident – Presentation

The Convener welcomed Zoe Tupling, Ambitious Futures Graduate Programme, who as part of her placement with EDU, had been reviewing how the University can ensure it meets its obligations in order to retain 'Disability Confident Employer' status as part of the UK Government's Disability Confident Scheme.

Z Tupling reminded members Disability Confident, launched in 2016, replaced the previous 'Two Ticks' scheme. She advised members the University had temporary Confident Employer status in recognition of our previous participation in the 'Two Ticks' Scheme.

Z Tupling advised by the end of the 1 year 'grace period' on 18 January 2018, in order to retain this level of recognition, the University must commit to six 'core' actions and additionally, commit to undertake at least one of accessibility-enhancing 'activities'.

She advised a consultation process is underway with stakeholders involving staff, students and service providers across the University. A final report will be produced which will identify areas of good practice along with any challenges, for targeted improvement over the next three years, to applying for Level 3: Disability Confident Leader. This Level requires a full external review process.

The Convener asked members to provide any feedback direct to Z Tupling prior to the renewal deadline.

ACTION: All

8 Mental Health – Papers 5A, B & C

D Duncan noted that whilst Mental Health is not a specific Protected Characteristic, it links with many areas. He confirmed the University's Mental Health and Wellbeing Action Plan (Paper 5B) had been written in partnership with the SRC and had support from all four of the Trades Unions. He advised the related Working Group (Paper 5C) would be meeting soon. He asked members for comments.

L McDougall advised the SRC was already working with Counselling and Psychological Services (CaPs) on some areas within the Action Plan. M Taylor noted the launch, which coincided with

Mental Health Day, had generated significant interest. Mostly from staff, along with a small number of students, who had offered their support.

J Weir refuted the statement in Paper 5A (page 7) relating to an inability to recruit 'sessional staff' for CaPS. She stated these jobs require specific counselling skills and experience and as such, the comparison to the recruitment of sessional Yoga teachers was an unfair one.

Members discussed the role of Mental Health First Aiders and noted the proposed course was nationally recognised and set clear parameters and boundaries for the MHAs. It would primarily be a signposting role, not a counselling role. Members noted the need to identify roles within the University, which would be best placed to make the most use of MHA training.

M A McParland stated a high number of staff sickness absence cases she has assisted with relate to depression which, when the Managing Attendance policy procedures are invoked, can cause further anxiety. C Barr agreed to discuss 'offline' with M A McParland what assistance is appropriate in these cases.

D Duncan confirmed further work and events, in collaboration with the SRC, would be planned to increase awareness across the University community.

9 Car Parking – Paper 6

D Duncan presented Paper 6, which detailed the proposed changes to the current Car Parking Permit arrangements. He advised the legacy of permanent permits needed to be reviewed and the new Parking Management & Enforcement Scheme proposes a change to an annual application process. This would result in active management of the parking spaces on campus, addressing changing needs resulting from future campus redevelopment plans. D Duncan also confirmed an Equality Impact Assessment is part of the change process to be carried out by M Taylor.

M Taylor drew members' attention to the proposed three Permit Types and stated these changes would benefit a number of equality related areas, noting the previous arrangements only considered disability.

The Convener recognised the proposed changes had the potential to be controversial but EDSC members agreed the proposed Assessment Criteria would assist those in most need.

10 Student Items

K Powell and L McDougall confirmed all issues had previously been discussed through the various Equality Group meetings and as such did not require further discussion.

11 Equality and Diversity Champions – Current Developments/Updates – Paper 7

M Taylor referred members to Paper 7 which provided written updates relating to the main issues discussed by groups chaired by the Equality Champions who had sent apologies to today's meeting. She highlighted a number of individual issues:

1. Disability Equality Group

Members noted the Deans of Graduate Studies are to discuss the issues faced by disabled PhD students who's disability/health can be adversely affected by the pressure to continue their research due to the financial restrictions of their stipends.

2. Gender Equality Steering Group

M Taylor drew members' attention to the list of current awards held and timeline for upcoming submissions shown in Paper 7. She confirmed the intention for an early Silver Institutional Athena SWAN submission in April 2019. This timing ties in with the aim of all areas holding an Athena SWAN award prior to REF 2021.

3. Race Equality Group

M Taylor advised the University hosted its biggest celebration of Black History Month (BHM) with over 25 popular and well-received events. She thanked J Briggs for hosting the BHM working group involved. This model has informed and will be used for future, similar styled, equality related celebrations.

The Convener confirmed the University is currently undertaking research into historic funding/bequests resulting from the proceeds of slavery.

4. Religion or Belief

M Taylor referred members to the Paper, which showed the discussions held by N Juster with Glasgow University Muslim Students' Association during a recent meeting.

Gender and Sexual Diversity Equality Group

R O Maolalaigh reported on discussion points at the latest meeting. He advised:

- Medical curriculum to include transgender health issues
- GoAbroad brochure updated to provide more information/guidance for LGBT students taking part in exchange partnerships. More to be done to assist students who are required to spend time abroad as part of their degree.
- Inclusion of 'Mx' in the title options for staff within the CoreHR system.
- LGBT+ Network for staff and postgraduates will be hosting an event on 27 November.2017 with the Director of Stonewall Scotland speaking.
- Working group to be formed in lead up to LGBT History Month (February)

R Sandison suggested the University should become involved with Stonewall's Come Out for LGBT campaign. M Taylor and R O Maolalaigh agreed to look at this with the group members.

ACTION: EDU

Age

M Taylor drew members' attention to Age Concern – Planning your future – Paper 8. She advised Human Resources would be hosting these sessions in 2018.

J Conroy noted Mature Students Association (MSA) members were a very varied group and as such had different experiences and challenges for university study. He was keen to establish what assistance/support can be offered. Continuing efforts to engage with the MSA President had

proved difficult. L McDougall agreed to provide J Conroy with contact details of the new MSA President.

ACTION: SRC

12 Items for Information

12.1 – Equality and Diversity Essentials Training Statistics Update – Paper 9

M Taylor highlighted the steady progress in completion rates for both 'All-staff' and 'Core' staff figures across the University, with the latest rates of 83% and 86% respectively.

R Sandison stated External Relations was particularly affected by the cyclical recruitment of Fractional/Extended Workforce staff and had been working with this group to increase completion rates. M Taylor highlighted the 'Core' staff completion rate for External Relations (shown as Marketing, Recruitment and International Office) was 95%, above the University's target.

M Taylor also recognised the efforts being made across the University in the other areas with high reliance on Fractional/Extended Workforce however, members noted figures for 'Core' staff in the Colleges of Social Sciences and Science and Engineering remain below the expected completion rate (77% and 75%). M Taylor advised EDU will continue to work with these areas to increase completion rates.

ACTION: EDU

12.2 – British Sign Language (BSL) National Plan – Paper 10

M Taylor advised the Scottish Government is still to provide further guidance and information to allow the University to formulate a response and action plan in response to Paper 10, however consultation with relevant stakeholders has already begun.

12.3 – Scottish Funding Council (SFC) Gender Action Plan – University of Glasgow Response – Paper 11

M Taylor confirmed the University's response is publically available via EDU's website. Sector-wide feedback from the SFC is expected in early December. The relevant working group is due to meet in January 2018 to review this.

13 Any Other Business

13.1 – Sexual Harassment

L Sutherland referred to the high profile of sexual harassment cases in various sectors and asked if the University had any plans to re-issue the Full Stop campaign, other awareness raising or policy development around this.

M Taylor reminded member of the work done by the Gender Based Violence Strategy Group, chaired by A Anderson. She also advised the Dignity at Work and Study Policy would be updated to include specific reference to sexual harassment and confirmed work was already underway with Senate Office to develop a 'Staff-Student Relationship' policy.

L McDougall confirmed the SRC had run a second round of the 'Let's Talk' training and several 'Consent' workshops in conjunction with Rape Crisis Scotland.

Members discussed other possible situations where power dynamics could be detrimental for staff, particularly when travelling alone and negotiating on behalf of the University. R Sandison stated External Relations had begun to draft guidelines for staff and thanked M Taylor for her offer of assistance with this.

ACTION: R Sandison/EDU

L Sutherland welcomed these initiatives. She suggested more public communication on these to assure staff and students the subject was being taken seriously by the University. M Taylor agreed to write a MyGlasgow article.

ACTION: EDU

The Convener requested this subject be discussed further at the next EDSC meeting as a full agenda item.

ACTION: EDU

No further business was raised and the meeting was closed.

14 Date of Next Meeting

8 March 2018 at 10:00 – 12:00 in the Melville Room