UNIVERSITY OF WARWICK

Equal Opportunities Committee

There will be a meeting of the Equal Opportunities Committee on Wednesday 31 October 2001 at 2pm in the Council Chamber, Senate House.

Dr J W Nicholls Registrar

AGENDA

- 1. Terms of Reference and Membership
 - (a) TO RECEIVE:
 - (i) The Terms of Reference for the Equal Opportunities Committee for 2001/02 approved by Senate on 5 July 2000 and amended by the Equal Opportunities Committee on 21 June 2001 (EOC 1/01-02, copy attached).
 - (ii) A copy of the University of Warwick's Equal Opportunities Statement (EOC 2/01-02, copy attached).
 - (b) TO REPORT:

That, subject to approval of Senate, the membership of the Committee for 2001/02 is as follows:

Chair (a pro-Vice Chancellor) Professor Robert Dyson

A second pro-Vice Chancellor Professor Susan Bassnett

Eight members of the academic staff, comprising two representatives from each of the four faculties appointed by the Senate:

Medicine: Professor Gillian Hundt

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Arts: Dr Jennifer Burns

Dr Helen Dennis Dr Jane Hutton

Science: Dr Jane Hutton

Dr Ken Flint

Social Studies: Dr Andrew Parker

Dr Cecily Jones

Mr Scott Ashby

The Student Union Equal Opportunities Officer

and one other student representative, appointed

by the Steering Committee Mr Brian Rich

The Senior Tutor or his/her nominee Dr Peter Byrd

One contract researcher Ms Rebecca Cain

One academic-related member of staff

Ms Gillian Frigerio

One Technician Mr Derek Richards

One Clerical member of staff

Ms Moya Melville

One Manual member of staff

Mr Michael Skidmore

One Senior Manager from one of the

University's Earned Income Areas Ms Lisa Taylor

One member external to the University Mr Sawarn Malhotra

Director of Personnel Services Mr Jim Brant

The Registrar Dr Jonathan Nicholls

The Academic Registrar Mr Lee Sanders

Co-opted member Rev M Bratton

2. <u>Minutes</u>

TO CONSIDER:

The minutes of the meeting held on 21 June 2001 (attached).

3. Matters Arising on the Minutes

(a) Positive Action advertisements

TO RECEIVE:

An oral report on progress made in implementing a series of positive action advertisements in ethnic minority press (Minute 8/00-01 refers).

(b) Equal Opportunities Training

TO REPORT:

That at its last meeting the Committee <u>resolved</u> to hold a training seminar on Equal Opportunities for Committee members and other staff (Minute 8/00-01 refers).

TO CONSIDER:

Reports on the Equal Opportunities Training Seminar held on 11 October 2001 and the possibility of future seminars.

4. Race for Opportunity / Business in the Community regional membership

TO CONSIDER:

A paper on membership of Race for Opportunity / Business in the Community. (Paper EOC 3/01-02, copy attached).

5. Equal Opportunities Action plan

(a) CRE Standard and Benchmarking

TO REPORT:

- (i) That at its last meeting the Committee <u>resolved</u> that the University adopt the CRE Standard across the University, adapted to include other areas of equality (Minute 13/00-01 refers).
- (ii) That at its last meeting the Committee <u>resolved</u> that recruitment and selection practices be monitored more closely, and that the issue of compulsory recruitment and selection training be examined (Minute 13/00-01 refers).
- (iii) That at its last meeting the Committee <u>resolved</u> that appropriate equality targets / benchmarks for the University be identified (Minute 13/00-01 refers).

TO CONSIDER:

A paper on Equal Opportunities Action-Planning and Benchmarking (Paper EOC 4/00-01, copy attached).

(b) Promotion Processes

TO REPORT:

That at its last meeting the Committee <u>resolved</u> to survey existing promotion criteria and processes (Minute 13/00-01 refers).

TO RECEIVE:

An oral report on the progress of the survey.

(c) Family Friendly Working

TO REPORT

That at its last meeting the Committee <u>resolved</u> to examine the opportunities for part-time work within the University as part of a review of family friendly working practices (Minute 13/00-01 refers).

TO CONSIDER:

A paper on Family-Friendly Working and Part-Time Opportunities (Paper EOC 5/00-01, copy attached).

6. Religious discrimination

TO REPORT:

That at its last meeting the Committee <u>resolved</u> to examine the implications of monitoring the religion of staff and students (Minute 134/00-01 refers).

TO RECEIVE:

A paper on religious discrimination by the Reverend Mark Bratton (Paper EOC 6/00-01, copy attached).

7. <u>Staff Data analysis</u>

TO RECEIVE:

Existing Staff Data Analysis for 2000/01(EOC 7/01-02, copy attached).

8. <u>Equal Opportunities Legislation Update</u>

TO RECEIVE:

A paper detailing changes to the Sex Discrimination Act (Paper EOC 8/00-01, copy attached).

9. Any Other Business

10. <u>Date of next meeting</u>

TO REPORT:

The next meeting of the Equal Opportunities Committee will be held on Wednesday 6 February 2002 at 2.00pm in the Council Chamber, Senate House.