

UNIVERSITY OF WARWICK

Equality and Diversity Network

Notes of the Meeting held on 21 January 2014

Present: Darren Wallis (Chair)
Sandra Beaufoy (Secretary)
Helen Blunt, Rachael Brogan, Paul Brown, Sue Burrows, Emma Durrant, Judith Everington, Rona Freeman, Martyn Potts, Julia Rogers, Julie Taylor, Yulia Timofeeva

Apologies: Rachael Barnes, Julia Carroll, Georgina Copeland, Rachel Corke, Mairi-Ann Cullen, Gemma Hearnden, Sue Horner, Justine Jobson, Janet Keene, Emma King, Andrea Klaus, Clive Letchford, Claire Martin, Anne Maynard, Claire O'Leary, Andrea Pulford, Naila Rabbani, Jenny Rooney-Kennedy, Shirin Rai, Margaret Shewring, Stephanie Smart, Leonie Walls, Despina Weber

In Attendance: Cat Turhan

1. Notes of last meeting

RESOLVED:

That subject to the inclusion of Helen Blunt in the list of attendees, the notes of the meeting of the Equality and Diversity Network held on 11 October 2013 be approved.

2. Matters Arising

a) Athena Swan

REPORTED: (by the HR Adviser, Equality and Diversity)

The Department of Computer Science will be submitting for a Bronze Athena award in April 2014 and Psychology will be submitting for a Silver Award.

The Department of Physics has been successful in renewing their Institute of Physics JUNO Championship award, which should automatically qualify them for a Silver Athena renewal.

b) Gender Equality Charter Mark (GEM)

REPORTED: (by the HR Adviser, Equality and Diversity)

Warwick Business School have started their GEM work by issuing a staff questionnaire, the results of which will inform their submission data. The WBS GEM self-assessment team will be meeting regularly to review the data and discuss their submission, which is due to be submitted in April 2014.

The Athena and GEM links on the Equality and Diversity web pages have been updated with 'Top Tips' for departments starting work on GEM.

RESOLVED:

That a representative from WBS be invited to attend the next Network meeting to reflect on their GEM submission work.

c) Equality Objectives

REPORTED: (by the HR Adviser, Equality and Diversity)

That the Equality Objectives are currently being reviewed and progress against Student Equality Objectives as requested at the last meeting, will be reported at the next meeting of the Network.

The review of the objectives will take into account issues raised through the Workforce profile and the PULSE staff survey.

RESOLVED:

That the HR Adviser, Equality and Diversity investigate the possibility that best practice and progress on Departmental Action Plans be published prior to the launch of the next PULSE survey.

d) Chaplaincy Review

REPORTED: (by the Chair)

Network members were reminded that at the last meeting they were asked to disseminate the Chaplaincy Review to their departments.

RESOLVED:

The HR Adviser, Equality and Diversity send the outcomes from the Chaplaincy Review to Sue Burrows in Physics.

3. Presentation from the Students Union on their Approach to Equality and Diversity

RECEIVED: (by Cat Turhan, Welfare and Campaigns Officer from the Students' Union)

A presentation on the Students' Unions approach to Equality and Diversity. This includes:

- An embedded commitment to Equality and Diversity for SU employees and members, which is governed by By-Law 11, as approved by Student Council
- A requirement that each student society include a member of the executive with responsibility for equality and diversity and that such a member undergoes equality and diversity training.

- A number of 'liberation officers' who represent the interests of 'minority' constituencies; a Lifelong Learning officer has very recently been added to this group.
- A number of campaigns to raise awareness and action on specific issues, such as 'Feel Good' for student mental health during exams. Some of these campaigns are undertaken in collaboration with the University where appropriate.

4. Update on Disability Student Support Services

This item will be discussed at the next Network meeting.

5. Equality and Diversity Training

REPORTED: (by HR Adviser, Equality and Diversity)

- (a) More dates have been organised for the Equality and Diversity training sessions: 'Think What you Think', 'Types of Discrimination' and 'Disability Awareness'. A new session on Mental Health Awareness is proving very popular and sessions are filling up quickly.
- (b) The two e-learning modules 'Diversity in the Workplace' and 'Recruitment and Selection' have recently been updated and will be re-launched by the Learning and Development Centre shortly. These modules will be available via Moodle. There have been technical difficulties with uploading the modules onto ipads/tablets and IT Services are working to rectify this.
- (c) In response to the item taken to the Equality and Diversity Committee on Recruitment and Selection training and whether it should become mandatory for staff involved in recruitment, the Committee have requested that the HR Adviser, Equality and Diversity provide a brief paper on what training is available for Recruitment and Selection.
- (d) The Dignity at Work and Study Policy is currently being reviewed along with the role of Dignity Contacts. It may be necessary to recruit more Dignity Contacts who will receive training.

RESOLVED:

- (i) That the HR Adviser, Equality and Diversity email the training dates to Network members.
- (ii) That the revised Dignity at Work and Study Policy be disseminated to Network members for comment.

6. Staff Network Groups

REPORTED: (by the HR Adviser, Equality and Diversity)

An LGBT Staff and PhD Student Network Group has recently formed and has now met three times. The Group meets every second Wednesday of the month for lunch and a chat and will be organising some awareness and social events. The group have created a poster promoting the Network, and this has been

distributed to Departmental Equality and Diversity representatives for display in departments. The group also hope to start a mentor/buddy scheme to support staff who have not yet “come out” or who wish to talk to an existing member of the group before joining.

RESOLVED:

That the HR Adviser, Equality and Diversity investigate if Staff Network Groups can be included in Staff Induction material.

7. Items for the Equality and Diversity Committee

REPORTED: (by the Chair)

That there are no items to be taken to the Equality and Diversity Committee meeting.

8. Any other business

There were no items of other business.

9. Date of next meeting

TO REPORT:

The next meeting of the Network will be on Monday 28th April 2014 at 14:00 hrs in CMR1.0.