

UNIVERSITY OF WARWICK

Equality and Diversity Network

Notes of the Meeting held on 11 October 2013

Present: Darren Wallis (Chair)
Sandra Beaufoy (Secretary)
Rachael Barnes, Paul Brown, Julia Carroll, Rachel Corke, Emma Durrant, Zoe Evans, Judith Everington, Kathryn Fisher, Rona Freeman, Gemma Hearnden, Brenda Jones, Janet Keene, Mia Khan, Alastair Kirk, Claire Martin, Anne Maynard, Claire Nicholls, Martyn Potts, Shirin Rai, Julia Rogers, Steph Smart, Leonie Walls

Apologies: Rachel Brogan, Hannah Harding, Sue Horner, Emma King, Andrea Klaus, Clive Letchford, Donna McIntyre, Fal Patel, Naila Rabbani, Jenny Rooney-Kennedy, Clive Singleton, Margaret Shewring, Julie Taylor, Yulia Timofeeva, Despina Weber, Stephen Williams

1. Notes of last meeting

RESOLVED:

Notes of the meeting of the Equality and Diversity Network held on 29 April 2013 be approved, subject to a minor change in the list of attendees.

The Chair requested a note of appreciation be recorded to Kate Hughes for chairing the Network over a significant period of time and for the contribution she had made to promoting the Equality and Diversity agenda.

2. Matters Arising

a) Athena Swan

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

The University has become the fourth institution to receive a Silver Athena SWAN institutional award for its work supporting the Charter for Women in Science. Warwick was the only institution to receive this award in the current submission round.

The departments of Mathematics and Statistics both received Bronze departmental Athena awards.

Athena membership fees will increase from April 2014 to £2000 pa for institutions and each department submitting for an award will be charged £250 for each submission.

b) Athena Annual Report

RECEIVED:

The annual report on Athena activities, which reports on progress against the Athena Bronze action plan (EDN.1/13-14). It was noted that the Report has yet to have formal approval from the Equality and Diversity Committee.

c) Gender Equality Charter Mark

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

The ECU Gender Equality Charter Mark (GEM) will recognise commitment to advancing women's academic careers in the arts, humanities and social sciences utilising the experiences and methodology of the Athena SWAN Charter for Women in STEMM. GEM is currently being piloted with a view to a full launch in October 2014. At institutional level, GEM will cover academic and support staff and will include transgender equality and the underrepresentation of men in certain disciplines. At departmental level, the submissions will focus on academic staff.

Athena SWAN will continue to operate as it currently stands, with a view to bringing the two charter marks together in the future.

WBS has been chosen to participate in the pilot of GEM, and will be entitled to submit for the award in April 2014.

RESOLVED:

- (i) Departmental Equality and Diversity representatives to report to Departmental Staff Meetings on the proposed Gender Equality Charter Mark.
- (ii) Non-STEMM departments wishing to begin to address the principles of GEM to contact the HR Adviser, Equality and Diversity for guidance.
- (iii) The HR Adviser, Equality and Diversity to update the Athena web pages with 'Top Tips' to provide a framework for departments starting work on GEM.

3. Terms of Reference of the Equality and Diversity Network

REPORTED: (by the Chair)

The Equality and Diversity Network provides a forum for all members of staff and Students' Union representatives to discuss issues relating to equal opportunities and diversity.

There are a number of standing items on the agenda and issues felt to be of strategic importance will be taken to the Equality and Diversity Committee by the Chair of the Network.

4. Welcome to New Departmental Equality and Diversity Representatives

New members were welcomed to the group.

The Chair reiterated that the Network is open to all staff with an interest in discussing Equality and Diversity issues, confirming that the Network is a link to the formal University Equality and Diversity Committee.

It is proposed to invite a Student Careers and Skills representative to the next meeting to present their work and how equality and diversity impacts on their initiatives.

5. Equality Objectives

RECEIVED:

A paper outlining progress on the University's Equality Objectives (EDN.2/13-14).

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

- (a) That Objective 1(d) on the REF Code of Practice and Equality and Diversity training for staff involved in the REF has been completed.
- (b) That under Objective 2(a) a Review of the Dignity at Work and Study Policy is due to take place this term. The role played by Dignity contacts will be examined as part of this review.
- (c) Relating to Objective 3(i) – the University has begun to collect data on Religion and Belief and Sexual Orientation for all new staff appointed to the University. For existing staff, this new set of data collection will be communicated during the data cleansing exercise scheduled for December 2013. All staff will have a choice not to disclose against this data.
- (d) That the University is investigating the option to take part in an external female only leadership programme called Aurora.
- (e) That the University piloted a holiday scheme for school aged children during the summer vacation. A review of the pilot is currently being undertaken and will be communicated shortly.

RESOLVED:

That further detail be provided on progress against the Student Equality Objectives for a subsequent meeting of the Network.

6. Review of the Chaplaincy and Faith Provision

RECEIVED:

A paper outlining the Review of the Chaplaincy and Faith Provision in the University (EDN.3/13-14).

REPORTED: (by the Chair and Rev. Alistair Kirk)

- (a) A review of the Chaplaincy and Faith Provision was undertaken in November 2012 in response to the recognition that the University was expanding and accommodating a more diverse range of staff and students. The review panel consisted of staff from other HEIs, experts in religious studies as well as a broad range of staff and students from across campus. Overall the Panel were impressed with the facilities and commended the Warwick Chaplaincy and Chaplains on the contribution they make to the Warwick community.

(b) That one strand of the Panel's deliberations had focused on 'religious literacy' and that this may be explored further through the implementation plan, but this was not intended to intrude into academic integrity.

RESOLVED:

Equality and Diversity representatives to ensure their departments are aware of the review and its outcome and to determine if there are ways their department may engage with the Chaplaincy.

7. Training

REPORTED: (by HR Adviser, Equality and Diversity)

Since October 2012, the following numbers of staff have undertaken equality and diversity training:

- 173 staff - 'Think What you Think' course
- 97 staff - 'Types of Discrimination' course
- 25 staff - 'Disability Awareness' session
- 61 staff - Equality and Diversity training for Boards of Examiners.
- 166 staff – e-learning module 'Diversity in the Workplace'
- 101 staff – e-learning module 'Recruitment and Selection'

Further sessions of each course have been organised and the dates publicised to staff.

RESOLVED:

That departmental staff be encouraged to take at least the on-line training modules, and staff where recruitment is part of their role, to take the 'Recruitment and Selection' module.

8. Staff Network Groups

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

The Returning Parents Network is working well and continues to meet regularly. The next meeting is scheduled for 24 October at 12:30 hrs in CMR1.0. The group has had a number of internal and external speakers give presentations at their meetings which have been well received.

An LGBT Network has not yet been formed, despite communications on InSite and requests at meetings for interested people to offer to coordinate meetings.

9. Diversity Calendar

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

It is anticipated that the Diversity Calendar will be launched by the end of October 2013, slightly later than hoped. The calendar will be online and will sit on the equality and diversity web pages. The launch of the calendar will be promoted on InSite and staff and students will be encouraged to use it and contribute photographs for next year's calendar. It is planned, in conjunction

with the calendar to run a number of awareness events, such as Mental Health awareness day.

10. Items for the Equality and Diversity Committee

RECOMMENDED:

That the Equality and Diversity Committee note that the Network would like the Committee to consider:

- (a) The Dignity at Work and Study Policy and the role of dignity contacts.
- (b) The recruitment and selection training – should this be mandatory for staff involved in recruitment and if so, what measures be put in place to monitor this?
- (c) Outcomes from the review of the Chaplaincy.

11. Any other business

There were no items of other business.

12. Date of next meeting

TO REPORT:

The next meeting of the Network will be Tuesday 21 January 2014 at 10:00 hrs in CMR1.0.