

**Executive Summary of Business
for Performance Committee**



Title	Report from Equality and Diversity Committee
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Type	Report from Committee
Date	23 October 2012
Summary	Report from the meetings held on 18 September and 23 October 2012
Recommendation	Performance Committee is invited to NOTE the report.

1. The seventh meeting of the Committee was held on 18 September 2012.

1.1 Public Sector Equality Duty (Equality Duty and Equality Objectives)

The Committee noted the equality objectives that had been agreed by VCEG in order to meet a deadline of 6 April 2012. The Chair invited a discussion of whether additional objectives should be included and how the Committee might support the implementation of objectives. The Committee AGREED that a report on progress against the objectives would be brought to the next meeting of the Committee.

1.2 Athena SWAN Charter and Awards

The Chair reported on progress being made by the self-assessment team with the submission to reach Bronze Award status. It was expected that the submission for Bronze Award would be made in November. The Committee NOTED that two groups of initiatives had been identified, four areas which would not require significant additional resource and three which required sub-groups to take the work forward. The latter included mentoring, a returners' scheme and a scheme celebrating success and role models. The Committee AGREED that progress in applying for Bronze status should be reported to the next meeting.

1.3 Minutes from the Equality and Diversity Forum

The Committee NOTED the minutes from the most recent Equality and Diversity forum and considered the relationship between the Forum and the Committee. The Committee AGREED that it would receive a report from the Forum under section II of the agenda (items for discussion or decision). This would bring to the Committee's attention items of interest and/or concern to both staff and student groups that warranted attention or needed to be progressed.

It was NOTED that an item of interest to the Forum was a survey for the purposes of collecting data on Equality and Diversity. It was felt that any survey should be in line with strategic aims, should be benchmarked against other available national data and should be collected only for the purpose of progressing Equality and Diversity issues such as addressing specific needs of certain groups. It was AGREED that the Equality and Diversity Forum would bring forward a proposal for a survey based on specific needs for data.

2. The eighth meeting of the Committee was held on 23 October 2012.

2.1 Report on Achieving the Equality Objectives

The Committee noted a report from the Assistant Director of Human Resources on progress to date in achieving the set of equality objectives which had been agreed by VCEG in April 2012. Objectives should be achieved by March 2016.

The objectives were:

1. To achieve the Athena Swan University bronze award and one departmental silver award.
2. To increase the percentage of female professors from 22% to 26% and the percentage of female non-academic staff at Grade 10 from 29% to 33%.
3. To increase the percentage of BME home and EU student entrants from 12% to 15%.
4. To undertake a further equal pay review across all of the University's grades with the aim of maintaining the University's current position, as confirmed in the equal pay review conducted in June 2011, in which there were no pay differentials between males and females that could not be objectively justified.

The Chair invited a discussion of how the Committee might support the implementation and attainment of the objectives. There was discussion around reporting, including a request to include a broader narrative on how the objectives were being achieved, especially around appointing and promoting female professors and female non-academic staff at Grade 10. It was agreed that recent trends could be expressed in a way that would provide greater clarity. There was concern around the way progress with achieving objective 3 was reported and it was felt the Academic Office should present this data, rather than the narrative put forward by the Head of Widening Participation. The Committee AGREED that the definition for this data as provided by HESA would be appropriate, and that the assistant Director of HR could work together with the Academic Office and DVC Mackie on presenting the data for use in the submission for Athena SWAN Bronze.

2.2 Report from the Equality and Diversity Forum

A report was received from the Secretary to the Equality and Diversity Forum on the recent open meeting. Notes from the external facilitator were included.

Matters discussed included:

- Staff and student consultation on equality and diversity issues
- Communication of initiatives, progress, information and data
- Transparency regarding decisions (especially around forming the University's Equality Objectives).
- Processes around identifying equality implications of decisions
- Senior commitment to Equality and Diversity
- Inactivity of the Equality and Diversity Forum and Committee.
- The occurrence of discrimination and a lack of trust among staff in University procedures to address this.

The Committee AGREED that the open meeting of the Forum had highlighted specific areas of concern. DVC Mackie, as Chair of the Forum, proposed a staff and student survey and will work together with the external facilitator who conducted the open forum on this. The Committee supported this, and suggestion was made that the survey include questions to gather wellbeing data.

2.3 Athena SWAN Charter and Awards

The University became a member of the Athena SWAN Charter in November 2011. The Chair reported on progress being made by the self-assessment team with the submission to reach Bronze Award status. It was expected that the submission for Bronze Award would be made by the end of November 2012. The Committee NOTED that two groups of initiatives had been identified, four areas which would not require significant additional resource and three which required sub-groups to take the work forward. The latter included mentoring, a returners' scheme and a scheme celebrating success and role models. The Committee NOTED that initiatives did not need to be underway before the award submission is made. The Committee AGREED that progress was being made in applying for Bronze status and that suggestions made earlier regarding achieving Equality Objectives 1 & 2 would be conveyed to the self-assessment team.

2.4 Stonewall's Diversity Champion Programme

The Committee NOTED the paper on Stonewall's Diversity Champions Programme and discussed the merits of applying for membership. The Committee AGREED that the Chair would discuss the University's position with the Chair of Council.