NOTES OF MEETING
Equality and Diversity Network

Date: Wednesday 7th October 13:00hrs
Argent Court AC 0.1

In Attendance

Darren Wallis (Chair)
Sandra Beaufoy (Secretary)
Claire Algar, Patricia Burke, Jo Davis, Judith Everington, Marie Diebolt, Rachel Hitchcox, Stephen Hughes, Kate Messenger, Anthea Pablow, Sunita Palmer, Martyn Potts, Daniel Roper, Mark Smith, Ben Suffolk, Duncan Stiles, Yulia Timofeeva, Dianne Walsh, Hui Wang.

Approval of Notes of the meeting held on 29th April 2015

Minutes approved and to be published on the Equality and Diversity webpages
http://www2.warwick.ac.uk/services/equalops/eo_network

Update provided on the International Women’s day event. Following the success of the 2015 event, a similar event will be held next year on Wednesday 9th March 2016.

The Line Manager ‘How to Guides’ have been renamed ‘Factsheets on Protected Characteristics’, this name change was following feedback that the factsheets are a useful resource for all members of staff. Other Factsheets will shortly be produced on Unconscious Bias, Carer’s Support, plus a condensed factsheet on all E&D related topics. All Factsheets are available online:

Welcome and Introductions from Darren Wallis

Darren Wallis welcomed everyone to the meeting and gave a brief overview on the agenda items, the background to the Equality and Diversity network meetings and the purpose:

- Share good practice and ideas
- Feedback on E&D initiatives
- Events – planning, ideas and contribution

Disability Framework

Attendees at the meeting were provided with copies of the paperwork for the new Disability Framework. Sandra Beaufoy provided background information on why the framework was produced.

A How to Guide has been produced to assist managers in supporting employees who declare a disability/illness and may require some adjustments to their working location or pattern.

Whilst staff are under no obligation to disclose the nature of their disability, the importance of disclosure was stressed during the meeting so that staff know how important it is to disclose and how this could assist their departments in offering effective, reasonable adjustments/support available.
The framework will be trialed for a six month period so that we can monitor if this is a useful tool for managers/staff, once feedback is provided an FAQ will be produced and uploaded onto the E&D webpages. Further guidance and forms can be found on the following link: http://www2.warwick.ac.uk/services/equalops/disability/framework/

Age, Pre-Retirement Seminar

Mark Smith – Assistant Pensions Manager, gave a presentation on ideas for a proposed seminar to be held for members of staff who may be thinking about retirement. The seminars will be aimed at staff who are retiring in the next 12 months or those over 50 years who would like to find out more information. The proposed seminar would be a full day session covering several areas, including:

- Adapting to different lifestyles
- Financial planning
- Age UK
- Warwick Retired Staff Association
- Viewpoint from a retirees perspective
- State entitlements
- Planning your estate
- Planning for the rest of your life

Attendees at the meeting were able to provide feedback on the proposed seminar and suggested modifications and suggestions. This feedback will be considered by the pension’s team.

Staff requiring further information on the seminars or wishing to provide feedback on the proposals please contact Mark.A.Smith@warwick.ac.uk

Dignity at Warwick Event 2015

Claire Algar provided details on the event being held on 18th November 2015. The event will be similar to last year’s event but will include focus on Dignity in Mental Health as well as Say NO to Bullying and Harassment.

13 stands will be at various key locations around campus between 11 – 2pm and will play video clips highlighting Mental Health awareness, along with a video message from the Vice Chancellor.

Volunteers are required to help out at the event, if you would like to assist on the day please contact C.Algar@warwick.ac.uk

Shakespeare and Black History – Rediscovering the Stars Event

This event will take place on 28th October 2015 - 6pm - 8pm, Belgrade Theatre, B2 Studio, Coventry.

During the event Professor Tony Howard will discuss the history of Black and Asian Shakespearean theatre in Britain and introduce the exhibition - In the 1820's, the great African American actor Ira Aldridge became the manager of a theatre in Coventry.....

If you would like to attend this free event, please register on line at: http://www2.warwick.ac.uk/services/equalops/rcm/blackhistorymonth/
Warwick WIDE Event

The Equality and Diversity team regularly organise events under the title of Warwick WIDE (Working Inclusively in a Diverse Environment). The next event is scheduled for 2nd December between 12 -3pm, talks will be focused around Mental Health and being a Carer.

Further details will be available at http://www2.warwick.ac.uk/services/equalops/diversityatwarwickevent/

Equality and Diversity Webpages

The E&D webpages have been revamped and updated, staff are encouraged to take the time to have a look at the extensive information on there. If you would like to see anything else included or suggest future event ideas please let us know.

http://www2.warwick.ac.uk/services/equalops/

Code of Conduct for all Contractors

Duncan Stiles gave a brief update on the work Estates have been doing to ensure Dignity at Warwick is communicated to all contractors. Since the last Dignity Event in November 2014, Estates now include a code of conduct in all paperwork for contractors.

Estates are now producing a video clip to promote Dignity at Warwick which will form part of the training for all contractors.

Next Meeting

Thursday 14th January 2016, Warwick Medical School – A30 (transport will be provided).