NOTES OF MEETING
Equality and Diversity Network

Date: Thursday 14th January 2016
WMS A030

In Attendance

Darren Wallis (Chair)
Sandra Beaufoy (Secretary)

Claire Algar, Patricia Burke, Susie Cleverly, Ric Crossman, Ann Dixon, Judith Everington, Kathryn Fisher, Ros Holmes, Stephen Hughes, Anne Maynard, Kate Messenger, Sunita Palmer, Luke Pilot, Anthea Pablow, Martyn Potts, Anna Preston, James Smith, Duncan Stiles, Lila Tennant, Yulia Timofeeva, Dianne Walsh, Leonie Walls, Erez Yerushalmi,

Approval of Notes of the meeting held on 7th October 2015

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

Disabled Student Allowance (DSA)

Sandra Beaufoy gave a presentation on the background, current and proposed changes to the DSA cuts announced by the Government.

- The cuts will be split 2015/16 and 2016/17
- HEI’s legal duty to provide support for disabled students – this support was originally provided by the DSA
- In 2015 the University established a working group to look at the proposed changes and how this would affect service areas and students, and what could be done to support these changes
- Some of the proposed changes:
  - Students who require a computer will now be expected to pay a £200 contribution
  - Note taking support no longer provided
  - On campus accommodation – no additional support for students who require en-suite facilities
  - No software provided
  - Wheelchairs
  - Radio aids for deaf students
- Some of the work implemented by the working group:
  - It services have purchased a number of software packages and licenses
  - Printers scanners in halls of residences
  - Student laptop loans
Library disability support officer

Future work that the working group is doing:

- Revisions to the Disability Policy for staff and students
- Workshops to communicate the DSA changes, sign up at: http://www2.warwick.ac.uk/services/ldc/development/wow/dsa
- Briefing document to go to Heads of Faculty and Heads of Department

Equality Impact Assessment

Sandra Beaufoy and Martyn Potts provided a presentation outlining Equality Impact Assessment’s and the importance of implementing these in practice.

An equality impact assessment (EIA) is a tool that will assist in the analysis of policies and practices to ensure that they do not disadvantage or inadvertently discriminate against any individual or groups of individuals with a protected characteristic. EIAs also aim to identify opportunities to promote equality of opportunity and good relations between groups.

Further guidance and accessibility is available at: http://www2.warwick.ac.uk/services/equalops/impact_assessment/

Dignity at Warwick Event 2015

Claire Algar provided an update on the event held on 18th November 2015. The theme of the event was Dignity in Mental Health and Say NO to Bullying and Harassment.

13 stands were located at various key locations around campus between 11 – 2pm.

Various video clips were played at all locations (with exception of the library) these included:

- What you see what you don’t see – mental health awareness
- Don’t be a bystander
- A video from the Vice Chancellor.

Visitors to the stands were able to participate in various activities and collect literature on mental health and bullying and harassment.

Following feedback from the 2015 event and previous Pulse results, the E&D team have produced an Online Reporting form. This allows staff to report incidents of bullying and harassment anonymously or to request a meeting with a Dignity Contact, the form was launched in January 2016.

Usage of the form will be monitored over a 12 month period, this will enable us to monitor for ‘hotspot’ areas where further training may be required.

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

E&D Team Update 2015

Claire Algar gave a brief presentation on the initiatives that the E&D Team has undertaken in 2015. In summary:
• The workforce profile has been published for 2015 and is available to view online.
• All Athena departments now hold an Athena SWAN award, work will commence in 2016 to start the process with non-STEMM departments and the Institutional review due November 2016

• Stonewall Workplace Equality Index 2016 has been submitted

• A NEW Disability Framework has been produced for new and existing members of staff, further information available here: http://www2.warwick.ac.uk/services/equalops/disability/framework/

• A Wellbeing working group has been formed.

• The University is committed to applying for the Race Equality Charter Mark in 2016, a working group has met monthly since May 2015

• In 2015 the E&D Team introduced Warwick WIDE Events (Working Inclusively in a Diverse Environment), WIDE events enable staff and students to come together and hear stories from individual speakers (internal and external) who have lived with a Protected Characteristic and the issues they have faced and overcome. New dates for 2016 events will be announced.

• The E&D webpages have been revamped and rebranded.

Next Meeting

Friday 29th April 2016, 11:00 – 13:00hrs, Chaplaincy