NOTES OF MEETING
Equality and Diversity Network

Date: Wednesday 21st January 15:00hrs

In Attendance

Darren Wallis (Chair),
Sandra Beaufoy (Secretary),
Claire Algar, Annette Ash, Sue Burrows, David Chapman, Oliver Cooper, Joanne Davis, Ben Douglas, Judith Everington, Nigel Harrison, Hannah Harding, Jane Hutton, Darren James, Janet Keene, Mia Khan, Judi Kilgallon, Sarah Meharg, Kate Messenger, Phil Moore, Claire O’Leary, Andi Poole, Anna Preston, Karl Schoonover, Margaret Shewring, James Smith, Sanjay Sondhi, Sandy Sparks, Cheryl Tallett, Julie Taylor, Onur Tosin, Manjit Ubhi, Jo Urueta Rule, Despina Weber, Steven Williams, Peter Winstanley.

Approval of Notes of the meeting held on Thursday 9th October 2014

The outcomes from the previous meeting were discussed.

Gender Neutral Toilets – After consultation with Estates all new builds will be considered to include Gender Neutral Toilets.

Breast Feeding Facilities – Estates to adapt some disabled facilities to include baby changing facilities.

Age, Planning your future – Warwick and beyond!

A presentation was received from Sandra Beaufoy, HR Advisor, Equality and Diversity on ‘Age, planning your future – Warwick and beyond’. Following recent analysis of the Equality and Diversity webpage statistics it was found that the ‘Age’ page consistently received the most hits of all the Protected Characteristics. Further analysis showed that predominantly staff were looking for information on:

- Can I afford to retire?
- Rights at work
- Age concern
- LGBT Age concern

Following discussion, proposals were made to hold 2 workshops:

One to help staff prepare for retirement, lifestyle change, how to continue in work with the flexible options that are available and pensions.

A second workshop for line managers to ensure that they are aware of how to support their staff in these area’s and be aware of information on the options available.

Actions: Equality and Diversity team to investigate how to proceed with facilitating these workshops.
Dignity at Warwick event – Reflections and feedback

A presentation was received from Claire Algar, Equality and Diversity Coordinator on the Dignity at Warwick event. Examples were given of some of the suggestions made at the event and reflections on how future events could be improved.

The following topics were discussed:

- That students should be made aware of the policy in week 1 of term 1 - E&D team to work with Student Enrolment
- That International students may not be aware of the cultural differences in relation to Bullying and Harassment (what is acceptable) and therefore perceptions of what bullying and harassment is may be different to expected behaviours - E&D team to work with International Office
- Support for staff who may be wrongly accused of bullying when they are in fact just managing – ensure Dignity Contacts receive training on both aspects
- Some colleagues perceived a Culture of Sexism – Sexism in the Workplace – it was felt this was an issue that could be explored in more detail at a future meeting

Future events will be held to continue to highlight the Dignity Policy and the role of the Dignity Contacts.

Equality Objectives in the light of the University Strategy

Darren Wallis, Chair of the E&D Network updated members that the Equality Objectives will be revised in line with the new University Strategy.

A brief discussion was held on Goal Four of the Strategy: Engage our communities – Value our staff and students, and encourage them to contribute and achieve their full potential.

Members will be involved in consultation at a future Equality and Diversity Network meeting.

Athena Swan and GEM

Sandra Beaufoy gave a brief update on the proposed amalgamation of the two Charter Marks, further updates will be provided by the Equality Challenge Unit in April 2015, when it is expected that the combined Charter Mark will be launched.

Disability Update

Despina Weber, Student Support Services updated members on the proposed changes to the Disabled Support Allowance, and how this will impact staff and students.

AOB

The recruitment of the new Vice Chancellor Consultations – How does Diversity come into this process? Due to time constraints this item will now be discussed at a future meeting.

Next Meeting

Tuesday 3rd March 12 – 1pm Ramphal 1.04