

The Students' Union Welfare and Equal Opportunities Officer	Mr John Lumley
One postgraduate student appointed by the Students' Union	tba
The Senior Tutor or his/her nominee	Dr Peter Byrd
One contract researcher	Ms Rebecca Cain
One member of Academic-related staff	Ms Gillian Frigerio
One member of Technical staff	Mr Derek Richards
One member of Clerical staff	Ms Moya Melville
One member of Manual staff	Mr Douglas Wright
One Senior Manager from one of the University's Earned Income Areas	Ms L Taylor
One member external to the University	Mr Sawarn Malhotra
Director of Personnel Services	Mr Donald Beaton
The Director of Student and Ancillary Services	Mr Paul Greatrix
The Disability Co-ordinator	Ms Claire Graham
Co-opted member	Reverend Mark Bratton

2. Minutes

TO CONSIDER:

The minutes of the meeting held on 22 May 2002 (attached).

3. Matters arising

(a) Religious discrimination

TO REPORT:

That at its last meeting the Committee resolved that the Chaplain explore practical measures, to be put to the next meeting of the Committee, to widen knowledge of religious beliefs and practices

throughout the University, such as adding dates of religious festivals to circulars detailing term dates (Minute 20/01-02 (b) referred).

TO CONSIDER:

A paper by the Chaplain addressing these issues (Paper EOC 2/02-03, to follow).

(b) Equal Opportunities Policy

(i) Approval

TO REPORT:

That at its meeting on 5 July 2002 the Council resolved that the University Equal Opportunities Policy be approved in principle, as set out in paper EOC 19/01-02 (revised) subject to further consideration of the presentation of the report as discussed at the meeting and noting that the Policy would be subject to regular review by the Equal Opportunities Committee.

(ii) Equal Opportunities Statement

TO REPORT:

That at its last meeting the Committee resolved to reconsider at their next meeting a possible re-wording of the Statement of Commitment to Equal Opportunities to cover the issue of justifiable discrimination (Minute 22/01-02 (b) referred).

TO CONSIDER:

A copy of the University of Warwick's Equal Opportunities Statement (EOC 3/02-03, copy attached).

(iii) Progress of Recommendations

TO REPORT:

That at its last meeting the Committee resolved that recommendations 1.1 (adoption and promotion of the Race Equality Statement) and 3.1 (mandatory recruitment and selection training) be prioritised (Minute 22/01-02 (b) referred).

TO RECEIVE:

(a) A draft action plan (EOC 4/02-03, copy attached).

(b) Oral reports on the progress of the recommendations from the Director of Personnel Services and Administrative Officer (Personnel).

(c) Recruitment Monitoring Data

TO REPORT:

That at its last meeting the Committee resolved that Personnel Services explore the possibility of using separate envelopes for applicants to return their recruitment monitoring data in, and rewording recruitment advertisements to indicate the University is an equal opportunities employer (Minute 23/01-02 referred).

TO RECEIVE:

An oral report from the Administrative Officer (Personnel) on the review of recruitment.

4. Equal Opportunities Monitoring Report: analysis of existing staff 2001/02

TO CONSIDER:

The Equal Opportunities Monitoring Report for existing staff (Paper EOC 5/02-03, copy attached).

5. Equal Opportunities Website

TO RECEIVE:

An oral report from the Administrative Officer (Personnel) on the development of a website for equal opportunities at the University.

6. Equal Opportunities Legislation Update

TO RECEIVE:

An article detailing the main family-friendly provisions of the Employment Act 2002 (Paper EOC 6/02-03, copy attached).

7. Any Other Business

8. Date of Next Meeting

TO REPORT:

That the next meeting of the Equal Opportunities Committee will be at 2pm on Monday 3rd February 2003 in the Council Chamber, Senate House.

CT/EOCagen301002
16.10.02