

# Equality Diversity and Inclusion Committee

Thursday, 9th February 2023 2:15 pm

Council Chamber | Equality, Diversity and Inclusion Committee

## Attendees

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### Present

Rajani Naidoo, Chair  
Richard Brooks  
Marion Harney  
Tyben Lozane (Remote)  
Alice Ludgate  
Sujata McNab (Remote)  
Alexander Robinson  
Elizabeth Simmons  
Joel Staley  
Blake Walker  
Jane White  
Amanda Wilson-Garner

### In attendance

Nathaniel Gait (for item 1027 only)  
Timothy Ibell  
Andrew Ross (for item 1028 only)  
Aiste Zubiniene (Remote)

### Secretariat

Caroline Pringle

### Apologies

Abigail Phillips

## 1020.0 Welcome and Quorum

Purpose - For Information

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**Minute** by Caroline Pringle

The Chair welcomed everyone to the meeting and confirmed that the meeting was quorate. Apologies were noted from Abi Phillips and it was noted that Caroline Pringle was standing in as Secretary for this meeting.

## 1021.0 Declarations of Interest

Purpose – For Noting

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**Minute** by Caroline Pringle

There were no declarations of interest.

## 1022.0 Minutes of the Previous Meeting

Purpose – For Approval

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**Minute** by Caroline Pringle

The minutes of the meeting of Equality, Diversity and Inclusion Committee from 3 November 2022 were approved.

## 1023.0 Actions and Matters Arising

Purpose - For Information

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**Minute** by Caroline Pringle

The Committee noted the action log.

## 1024.0 Chair's Business

Purpose – For Information

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**Minute** by Caroline Pringle

The Chair gave a verbal update in relation to a number of matters.

Historically, there had been no responsibility for digital accessibility from the University Executive Board. Going forwards, responsibility for this would sit with the Vice-President (Community & Inclusion) and the Chief Information and Digital Officer. A Task and Finish Group be established drawing on expertise from Community & Inclusion, DDaT, the Centre for Learning and Teaching, and academic staff to assess where the University was compliant, and where additional work was needed.

A Commemorative Committee had been established to organise the marking of commemorative days and enable different groups to work together. The Chair expressed their thanks to the Deputy Director (Community & Inclusion) and the Chair of AFlame.

One wall of portraits had been removed from 4 West, following concerns that they were not representative of the University community. The remaining wall of portraits would be moved to a more suitable location later in February. There were plans to use the empty space as an exhibition space.

Advance HE had advised that the Department of Social and Policy Sciences had achieved a bronze Athena Swan award. This meant that every department in the University held an Athena Swan award. In response to questions from the Committee, it was confirmed that Advance HE had plans to allow Professional Services departments to obtain Athena Swan awards from late 2024; a pilot was currently in progress.

## **1025.0 Statement of Equality Objectives - EDIC22/23 - 07**

Purpose - For Approval

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**Minute** by Caroline Pringle

The Chair presented the Statement of Equality Objectives 2023 - 2028. The draft objectives had previously been discussed by the Committee. The feedback had been incorporated into the objectives, which had since also been to UEB and Senate.

Members of the Committee discussed the Statement of Equality Objectives and made the following points:

- it was noted that there was inconsistency as to where numerical targets were identified and where they were not;
- there were concerns about publishing the fact that 73% of materials had been reviewed for accessibility when the University had an obligation to make material accessible;
- references to "currently" should be dated;
- there were a number of objectives which could be reworded for clarity.

The Committee also reviewed the internal programme of work to support the Statement and wider EDI objectives. The Chair advised that the intention was to use the work plan to set the direction, and then engage with stakeholders. The Committee discussed the need to prioritise the work plan to support delivery and allow the Committee to effectively monitor progress. The Committee agreed that all members would identify five priorities from the work plan which could be collated and brought back to the Committee. The Committee also noted that some of the performance indicators on the internal work plan could be more nuanced.

## **1026.0 Race Equality Taskforce Draft Report - EDIC22/23 - 08**

Purpose – For Discussion

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**Minute** by Caroline Pringle

This item was taken after item 1028. The Chair introduced the draft Race Equality Taskforce Report. The Taskforce had looked at structures and policies across the University to identify gaps. This led to the creation of six work streams:

- enhancing the recruitment, experience and progression of staff of colour
- enhancing the recruitment, experience and progression of students of colour
- decolonising the curriculum
- reporting racism and gaining support
- inclusivity and anti-bias training
- developing inclusive institutional cultures.

The next steps would be to prioritise the recommendations and develop an action plan.

Members of the Committee expressed their support for the report, noting that it was extremely comprehensive. The Committee recognised that the prioritisation of the recommendations would be key.

The Committee noted the draft Race Equality Taskforce Report.

## **1027.0 Gender Pay Gap Data - EDIC22/23 - 09**

Purpose – For Discussion

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**Minute** by Caroline Pringle

Nathaniel Gait (HR Reward Advisor) attended the meeting for this item to present the March 2022 gender pay gap data. The mean gender pay gap had reduced since 2020 but remained at 16.79% in favour of male staff. The median gender pay gap had remained largely static at around 15% for the past three years. Men were more likely to hold roles in Education and Research than any other job family, and occupied fewer roles at lower grades, particularly in the Management, Specialist and Administrative (MSA) job family. The data on bonuses (which referred to the Staff Recognition Awards scheme) had historically favoured female staff but was more equal this year with a mean bonus gender pay gap of 2.29%.

The Committee discussed the gender pay gap data. It was confirmed that the University did not have targets for reducing the gender pay gap but shared extensive data with the Trade Unions and had committed to undertaking a deep dive in any area where the pay gap was more than 5%.

It was noted that women were significantly under-represented in grade 9 roles, compared with grade 8. It was likely that the lack of part-time working was a barrier to progression into these senior roles. There were currently no part-time staff in the ALC6 band and very few at grade 9. It was suggested that it could be beneficial to do an 'open call' for staff in part-time senior leadership roles and use them to promote similar opportunities.

In response to a question about the bonus gender pay gap, it was confirmed that the Staff Recognition Awards were predominantly used in the MSA job family, which was one of the largest job families and had a higher proportion of women, hence the bonus gender pay gap favoured female staff. In comparison, academic staff applied for the scheme in much smaller numbers, possibly because they had a different career and promotion structure. Grades 2 and 3 were also underrepresented as it could be difficult to evidence outstanding contribution in these job roles, but that there were local schemes in place to reward staff in these roles.

It was confirmed that the University performed well against comparator institutions. Universities which favoured STEM subjects tended to have larger pay gaps because of the over-representation of men in these areas.

The Committee noted the March 2022 gender pay gap data.

## **1028.0 Access and Participation Plan Update - EDCIC22/23 - 10**

Purpose - For Information

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## **Minute** by Caroline Pringle

The Head of Widening Participation attended the meeting to present a progress update on the new Access and Participation Plan. The first phase of consultation had taken place before Christmas. From this, a draft Risks to Equality of Opportunity Register had been produced, upon which the Committee was invited to comment. The Office for Students (OfS) was due to release guidance in March and the APP would be submitted in July.

The following points were raised in discussion:

- the OfS guidance would cover both how the APP should be produced and what should be included;
- there was some risk in the University undertaking this work before the guidance was released but this was judged to be small;
- the University was looking at intersectionality where there was sufficient data to do so;
- it was likely that the OfS would be releasing an Equality of Opportunity Risk Register which would include financial risk.

The Committee noted the progress on preparing the new Access and Participation Plan.

## **1029.0 Digital Accessibility**

Purpose - For Information

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## **Minute** by Caroline Pringle

A verbal update on Digital Accessibility was included as part of the Chair's business (item 1024).

## **1030.0 Equality & Diversity Network - Paper EDIC22/23 - 11**

Purpose - For Information

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## **Minute** by Caroline Pringle

The Co-Chair of the Equality and Diversity Network (EDIN). updated the Committee on the most recent meeting of the EDIN. Members were pleased with the progress made to remove the portraits in 4W. The Network discussed department-level EDI committees and how the EDN could help to join up best practice. The meeting also discussed Equality Impact Assessments and the role that EDN members could play in that process.

Going forwards, the Network would be focusing on providing information and guidance for network members about their role, to clarify expectations and understanding, and agendas were likely to be shortened to allow time for fuller discussions.

There were no comments or questions from the Committee in relation to this item.

## 1031.0 Student Minds Mental Health Charter

Purpose - For Information

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**Minute** by Caroline Pringle

The Director of Student Support and Safeguarding gave a verbal update in relation to the Student Minds Mental Health Charter. Three assessors from Student Minds would be visiting on 13 and 14 February. The outcome of the assessment would not be expected for another two months.

The Committee recognised the large amount of work that had gone into the initiative and noted the update.

## 1032.0 Student Support and Safeguarding Update

Purpose - For Information

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**Minute** by Caroline Pringle

The Director of Student Support and Safeguarding gave a verbal update on the work of the Department, including:

- a piece of work had been completed to inform the Department's priorities for the next five years; one of these would be allyship.
- The Department had received approval to double the number of sanctuary scholarships.
- The Department was rolling out pastoral training for staff.
- There had been significant engagement from students in response to social prescribing; work would be done to look at how this could be scaled up.
- The Department was keeping a close eye on the progress of the Freedom of Speech bill as this could trigger significant policy review.

There were no comments or questions in relation to this item.

## 1033.0 Students' Union Update

Purpose - For Information

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**Minute** by Caroline Pringle

The Committee received an update from the SU Community Officer and SU President. The SU had held a number of cultural observation events and was currently analysing the results of the BeWell survey which received over 2000 responses. Cost of living continued to be a large area of focus for the SU. It ran a cost of living survey in January and had written a letter to the Finance Committee regarding the disparity between the 2% maintenance loan increase and the 7% uplift in student accommodation rents needed to ensure that the University continued to be financially viable.

The Committee discussed bursaries and noted that the University's income brackets for bursaries had traditionally mirrored the brackets set by the student loans company. The Committee was informed that a paper was being prepared for UEB in relation to bursaries with benchmarking against other HEIs.

The Committee noted the update.

## **1034.0 Bath University Interfaith Community Report - EDIC22/23 - 12**

Purpose – For Noting

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**Minute** by Caroline Pringle

The Committee noted the Interfaith Community report.

## **1035.0 Programme of Meetings for 2022/23**

Purpose – For Noting

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**Minute** by Caroline Pringle

The Committee noted the programme of meetings for 2022/23.

## **1036.0 Any Other Business**

Purpose – For Noting

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**Minute** by Caroline Pringle

There was no other business.