



EDI COMMITTEE

Open Minutes Of the meeting held on Tuesday 13 December 2022 in G5.05

Present:

Professor Nick Braisby (Vice Chancellor [Chair])
Charlotte Stewart (Inclusion, Diversity and Disability Manager [Deputy Chair])
Karla Inniss (HRBP - Equality, Diversity and Inclusion [Secretary])
Rachael Cornwall (Director of Human Resources)
Sarah Jackson (Students' Union HR & Development Manager)
Louise Harvey (Head of Communications)
Professor Rachel Cragg (Pro Vice-Chancellor and Race Equality Charter Self-Assessment Team Chair)
Anthony Murphy (Independent Member of Council)
Professor Paul Morgan (Pro Vice-Chancellor (Student Experience))
Associate Professor Margaret Rioga
Dr Simon Lee-Price (UCU Representative)
Oliver Facey (UNISON Representative)
Associate Professor Margaret Rioga (BAME Steering Group Chair)
Jess Bradbury (Student Union: Vice President Student Involvement)
Jill Austen (Student Wellbeing and Engagement Manager (Designated Safeguarding))
Annice Thomas (Safeguarding Officer)
Anna Buckett (Head of Policy and Strategy)
Shilpa Manek (Minute Secretary)
Wendy Binmore (Observer)

Welcome / Apologies for Absence

35.1 The Chair welcomed Committee Members to the meeting and noted the apologies from PSE Representatives, Paulette Morris and Katie Collins, Pia Carnegie, School of Business and Law, Ben Brabon, Head of Learning and Teaching Enhancement, Dean of Students, Emma Binnie and Carlo Lusuardi, School of Creative and Digital Industries. The Chair noted that Karla Inniss would join the meeting late.

35.2 The Chair commented that there were many Apologies for the meeting. The Chair would write to all members about the importance of attending meetings.

ACTION: Chair

Declaration of conflicts of interest

36.1 No conflicts of interest were declared.

Minutes of the previous meeting

37.1 The minutes of the previous meeting were approved as an accurate record.

Matters Arising/Status of Actions

38.1 The Committee were informed that all actions had been completed. Thanks was given to Karla Inniss (HRBP - Equality, Diversity and Inclusion) Charlotte Stewart (Inclusion, Diversity and Disability Manager) and Rachael Cornwall (Director of Human Resources).

Chair's Actions/Report

39.1 The Chair informed the Committee that he was the GuildHE Executive Board's EDI Champion and would be contributing a short blog for GuildHE to publish and circulate to its memberships. The Chair would circulate the blog to the Committee.

ACTION: Chair

39.3 The Chair informed the Committee that the UCU Representative, Simon Lee-Price, was going to be attending the Advance HE Conference and the UCU Lecturers Union Regional Delegation meeting to present BNU's approach of developing the tailored definition of Islamophobia. The Chair requested an update after the two conferences.

ACTION: UCU Representative

Race Equality Network Update Black History Month Round-up

40.1 The Chair of the Race Equality Network (REN) presented the paper to the Committee on the recent Black History Month and the events that took place. The 'What's in a name?' event was the launch event and was very well attended. This was followed by a number of other events including Radio Black and Hate Crime Awareness Week at schools. The main objectives for this academic year are to have more conversations and create opportunities, decolonise the curriculum alongside the introduction of Curriculum 23 and engage with the local community to improve civic engagement. The Chair of the Race Equality Network thanked UET as there was now a budget to hold events.

40.2 The Committee discussed attendance to the events and how the Network could encourage more diverse attendance. Several different approaches were being used to reach out to the wider community, including an accessible calendar now available; the Network had reached out to extend membership and REN were now present at all staff induction sessions.

40.3 The Chair asked that as the work progresses, attention is given to identifying criteria for evaluating its success.

Inclusion and Accessibility Hallmark with respect to C23

41.1 The Senior Pro Vice-Chancellor (Education & Digital) updated the Committee. The validation for new courses was now complete and there had been many challenges. There was development work still to take place which would bring all strands together for Curriculum 23.

41.2 The Committee discussed how to assess the impact of Curriculum 23 on EDI. It was suggested that student attainment and movement in attainment gaps could be used as a measure of success. This would be considered at the next C23 meeting and an update was to be presented at the next meeting.

ACTION: Ben Brabon

41.3 The Senior Pro Vice-Chancellor (Education & Digital) informed the Committee that there would be a show and tell session on the new curriculum to use as part of the development in the New Year.

Suicide prevention Update

42.1 The Inclusion, Diversity and Disability Manager informed the Committee that the team were developing a suicide plan and looking into strengthening safeguarding. There had been

good feedback on the work being done with the nursing school on mental health. Work on identifying and mitigating suicide risk would be implemented further in the New Year, including information for staff about when to raise alarm. Public Health England were satisfied with all the work carried out to date.

42.2 The Committee were informed that there were many high-risk students at BNU. BNU had seen a decrease in the levels of critical incidents as risks were being better managed. There was a query about out of hours support and the Committee requested further information about this at its next meeting.

ACTION: Interim Director for Student Success

42.3 The Chair asked if enough was being done to support staff to manage difficult cases. This was discussed by the Committee and it was felt that a wider discussion was required around supervision and capacity.

ACTION: Inclusion, Diversity and Disability Manager/Interim Director for Student Success

Discrimination against women definition

43.1 The HR Director informed the Committee that after the successful development and adoption of definitions such as antisemitism, antigypsyism and Islamophobia, the definition that was being developed now related to discrimination against women. The Committee were informed that with 61% of people identifying as female, the definition would help to better educate the community, improve reporting, and prevent discrimination.

43.2 The paper also referenced the passing of Clare's Law in 2014, followed by the #MeToo Movement, that resulted in increased pressure on (public) services to do more about sexual harassment and 'Violence against Women and Girls'. White Ribbon Accreditation aims to: "make a difference in your communities to end violence against women; improve your organisational culture, safety and morale; increase the knowledge and skills of your staff to address violence against women; improve your reputation; improve the experience of your customers and stakeholders and become an employer of choice" (2021). The HR Director asked if the University wanted to sign up to the White Ribbon Accreditation.

43.3 The Committee were informed that the Students' Union bar staff had already signed up and wore t shirts with the white ribbon as did all bars in High Wycombe.

43.4 The Committee agreed that the approach was good, and work should continue to sign up to the White Ribbon Accreditation.

43.5 The Independent Council Member raised that there was also a rise in violent crime against disabled people and asked if there was any work being carried out for this area. The HR Director informed the Committee that there were many definitions being considered and this was one of the areas for further work.

43.6 The Committee were very supportive that the good work continued, and an update be provided at the next meeting.

ACTION: EDI HR Business Partner

Access and Participation Plan (APP) Consultation from OfS

44.1 The Policy and Evaluation Manager informed the Committee that the agenda for APP was changing with a new plan needed for next year. It was a great opportunity to consolidate and reconsider existing work. The new agenda would require the sector to take a significantly more evidence-informed approach and consider risks to equality of opportunity.

44.2 The new Access and Participation Plan would need to be ready by Spring 2023 and would have a duration of four years.

44.3 The Committee asked how the impact of changes to the APP would be measured. It was explained that BNU would join a sector wide community to learn from each other and see how other organisations measured impact.

Communications Plan of all BNU/SU activities/Cost of Living

45.1 The Director of VCC&CE informed the Committee of all the activities and events that had taken place in 2022 and what was planned for 2023. The Director of HR explained that BNU had signed up to the Mental Health Charter. The Committee considered the value of increasing work on intersectional themes such as disability or sexual orientation within the BAME community.

45.2 The Committee were informed that a joint programme was being followed for Pride 2023 and there was a wellness week being planned for springtime. The Chair was delighted to hear of the joint working. The Chair asked for a forward-looking plan for the next meeting.

ACTION: Director of VCC&CE/SU

Update on the progress being made on Drink Spiking Prevention

46.1 The Safeguarding Officer informed the Committee that there had been a follow-up meeting with the police and SU and they were happy to report that there had been no incidents of spiking recorded. A number of suggestions were made as to how best to promote spiking prevention. Finally, the Committee were informed that a full review was being carried out of all University policies and procedures.

ACTION: Safeguarding Officer

Students' Union EDI Committee Update

47.1 It was reported that the SU EDI Committee had looked through all EIAs and some positive ideas had been brought forward that were prompting people to think differently about evaluating impact on equalities. The SU EDI Committee was still awaiting feedback from the Executive Officers on the BAME Acronym. Feedback was being gathered to the suggestion that a Men's Officer at the Union Council was required. Accessible seating and signage for it would be put into The Lounge to make it more accessible for staff and students.

47.2 The Committee were informed that there had been a change to recruitment procedures to include a guaranteed interview scheme for candidates of colour. Interview questions would be shared with candidates prior to the interview, the application process would be more accessible through the website and there would be clearer communication around available adjustments and employee benefits and support. The Committee asked for an evaluation of the change of recruitment procedures.

ACTION: SU Officers

Implementation of Inclusion Passport

48.1 The Committee were informed that the implementation of the inclusion passport would be carried out at the same time as the reasonable adjustment policy, which had been approved at Senate in early 2023. There would be one set of training with a wider scope.

Items for next meeting

49.1 The following items were suggested for the next meeting:

- Pay Gap data update
- Race Equality Charter update
- Out of hours service update - Kirsteen Coupar

- Gender discrimination definition update
- White Ribbon Accreditation update

Date of next meeting

50.1 The date of the next meeting was noted by Committee Members.