THE UNIVERSITY OF LEEDS

**Equality and Inclusion Delivery Group**

Via Teams: Thursday 25 February 2021, 14:00-16:00

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| **Attendees:**   Stephen Scott (SKS), Caroline Ackroyd (CA), Stephanie Amor (SA), Louise Banahene (LBa),Helena Brown (HB), John Chesledine (CJ), Clare Coleman (LC), Laila Fletcher (LF), Daisy Forster (DF), Antonia Frezza (AF), Dave Golding (DG), Ian Holdsworth (IH), Joao Goncalves Faria Martins (JGFM) Sue Green (SG), Lisa Hill (LH), Sue Kilminster (SK), Catherine Long (CL), Ghazala Mir (GM), Linda Mortimer-Pine (LM-P), Kate Nash (KN), Gillian Neild (GN), Shelagh Prosser (SP), Shereen Robinson (SR), Daniel Rosenzweig (DR), Iyiola Solanke (IS), Paul Taylor (PT), Chris Warrington (CW), Luke Windsor (LW), Kerri Woods (KW), Laura York (LYor),  |
| **Apologies received:**  Ruth Buller, Louise Bryant, Kate Hardy, Anne Tallontire and Lorraine Youds.  |
|  **Introductory Business**  |
|  **1. Welcome** SKS welcomed Sue Green from the Facilities Directorate, Joao Goncalves Faria Martins from the Faculty of Engineering and Physical Sciences and guests Elaine O’Flynn and Lubka Cuchranova. Interim Head of Equality, Diversity and Inclusion, Shelagh Prosser, was welcomed and introduced to the group. Shelagh is an established EDI practitioner who runs their own consultancy business and has worked for the Bank of England and the NHS. |
| **2. Notes of previous meeting and actions** The notes from the previous meeting were agreed by the group. The actions were reviewed and where appropriate additional actions have been tabled for discussion.  1. Report from the Equality and Inclusion Board meeting (EIDG/20/20)

The group was provided with a brief report from the Equality and Inclusion Board meeting held on 11 February 2021. The Board was supportive of the Disability Equality Framework and agreed that it should be published as soon as possible. The initial work undertaken by the Race at Work Charter Survey group was also presented to the Board. 1. Disability Equality Framework and Action Plan (EIB/20/10)

A supporting document of practical information will be published alongside the framework providing more detailed guidance. In addition to this, EPU will work with Comms to create a communications plan to raise awareness of the framework. |
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| **Strategy and delivery**  |
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| 1. **Race@Work charter survey and the UUK report (EIB/20/11)**

In 2020 a small group of staff from the Leeds 11, the Muslim Staff Network and members of the Equality Policy Unit set up a series of 4 meetings to respond to the R@WC survey and the UUK report on race. In the last Equality and Inclusion Board meeting it was agreed that the work of this group should continue. The group has been asked to provide a report of developments and actions to the next Board meeting in June 2021.The key points of the discussion considered how to take forward actions in this area with a particular focus on recruitment processes. Jo Squires, Head of HR (Specialist Support), was suggested as the best person to advise on work related to recruitment and race. **Action**: SA to set-up additional dates for Race at Work group to meet.**Action**: SA to invite Jo Squires to the group |

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| 1. **Update on the Gender Pay Gap**

The Gender Pay Gap (GPG) Report details the difference between the average earnings of men and women across the University. The Government requires organisations to publish their GPG in March each year but due to the pandemic the deadline for reporting has been postponed until October 2021. However, the University has already produced a report detailing their GPG. This will go to the Government and be made available on the Equality Policy Unit website. The key findings are summarised below:* There are very small changes to the overall pay gap compared to previous years;
* There remains a mean pay gap of 18.5% in favour of men;
* The University bonus pay gap - excluding awards for Clinical Excellence provided by the NHS- is 5.3%.

The group was informed that there is currently a national group reviewing Clinical Excellence Bonuses as there remains a significant awarding gap within the NHS.  |
| 1. **Vice-Chancellors upcoming campaign against bullying and harassment (EIB/20/12)**

The Vice-Chancellor is developing an institution-wide campaign aimed at staff and students which will:* promote EDI work in all areas of the University;
* build a sense of belonging and community among staff and students;
* articulate leaderships zero tolerance approach to bullying and harassment.

The campaign will align with the University’s new academic strategy and will support the values of equality and inclusion. A paper on the campaign was taken to the Equality and Inclusion Board on 11 February which was well received. It is anticipated that the campaign should be launched in the next few months. Key points from the discussion:* The University should utilise staff who are involved in bullying and harassment case work in the development of the campaign;
* There will need to be clear messages and definitions of what zero tolerance means at Leeds.
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| 1. **Items for next meeting:**

Agenda items for consideration at future meetings:* Update on the Race at Work Charter working group;
* Update from Louise Banahene on Decolonising the Curriculum.
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| 1. **Any other business**

The group was informed of staffing changes within the Equality Policy Unit noting that Claire Owen, Equality and Inclusion Manager, is now on maternity leave.The group was also made aware that the Equality Policy Unit will be changing its name to the Equality and Inclusion Unit. As part of the School of Medicine’s Athena SWAN submission, trans awareness training sessions will be taking place on 23 March and 9 April. The group was asked to contact Catherine Long if they were interested in taking part.**Action**: Contact CL to express interest in taking part in trans awareness training. |