



The  
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Sheffield.

**The Council, 25 April 2016**

## **Proposed Changes to the Equality and Diversity Board (EDB)**

**Date:** 11 April 2016

**Chair:** Professor Gill Valentine

**Secretary:** Ms Gill Tait

This paper proposes to change the membership and name and to review the terms of reference of the Equality and Diversity Board (EDB) in order to enable it to align more effectively with, and to deliver, relevant elements of the University's Strategic Plan 2016-2021.

**The Council is asked to agree the recommended changes to the membership and terms of reference and to nominate a Council member to join the EDB.**

### **1. Background**

In 2003 an Equality Strategy Steering Group (ESSG) was set up reporting to the University Council in response to the increased legislative duties placed upon the University and in recognition of the business and moral cases for developing a fully inclusive campus where all can study, work or visit without encountering prejudice and discrimination. In 2006, following a review of University committees by the University's Senior Management Group, the ESSG redefined its role as an Equality Strategy & Scrutiny Board. It was anticipated that this approach would facilitate the process of embedding equality and diversity matters within the institution. Continuing to report to the Council, the Scrutiny Board was renamed the Equality and Diversity Board (EDB) in 2007 and the terms of reference were amended to reflect its developing role in supporting and guiding, as well as scrutinising, University Committees and business areas. With a new Chair in 2009, the Board's vision was to focus on helping everyone achieve their full potential within the University context. The Board agreed to 'review' rather than 'scrutinise' future areas. Changes to the statutory requirements brought in by the *Equality Act* (2010), particularly some relaxation of the statutory reporting and monitoring, is reflected in the EDB's current terms of reference (Appendix 1); which are more focused on the University's own equality objectives, including Athena Swan.

### **2. Reasons for change**

In 2014 the publication of The Committee of University Chairs (CUC) revised *Higher Education Code of Governance* identified equality and diversity as a key theme. Recognising that all HEIs are required by law to comply with extensive equality and diversity legislation the revised Code of Governance requires a governing body to: promote equality and diversity throughout its institution including in relation to its own operation; to ensure that arrangements are in place to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity between people who do, and who do not, share a protected characteristic; to foster

good relations between people who share and those who do not share a protected characteristic; and to satisfy itself that agreed action plans to implement equality and diversity strategy are progressed through the institution.

The University's Strategic Plan includes a commitment to embed its Excellence through Inclusion strategy. Beyond the legal obligations described above this is particularly pertinent given that recent (and ongoing changes) in the Higher Education landscape including REF2014 and the new Teaching Excellence Framework are placing increased emphasis on the performance of institutions in respect of equality, diversity and social mobility.

Since the introduction of the Athena SWAN charter mark nearly a decade ago the issue of gender inequality has been the primary focus of much equality and diversity related activity. However, there are already signs that the above changes in Higher Education policy are likely to lead to a focus on a broader set of equality objectives. For example, the Equality Challenge Unit (ECU) has just completed a pilot of a Race Equality Charter scheme. This will ask institutions to analyse the diversity of their student and staff bodies and to investigate disparities and identify actions to remedy them. It follows from the ECU's *Equality in Higher Education Statistical Report 2015*, which identified the under representation of black and minority ethnic origin (BME) staff in the UK HE sector and the concentration of minority ethnic staff in lower pay bands and on fixed term contracts. Both this ECU report and data from the NUS have identified a BME attainment gap at undergraduate level as well as a drop off in the number of BME, but especially black students, making the transition from undergraduate to postgraduate study. At the same time the NUS has drawn attention to the problems of social mobility for students from disadvantaged neighbourhoods from all ethnic groups and the intersection of both race and social class in contributing to patterns of inequality in attainment and progression.

However, the current membership (see Appendix 2) of the EDB militates against its ability to support the delivery of the Strategic Plan's commitment to Excellence through Inclusion in the context of the rapidly changing HE and legislative environments. The majority of the EDB's current membership is made up of self-nominees appointed by the Senate membership committee who have no formal responsibility for equality and diversity within their own faculties or the University. Each Faculty has an Equality and Diversity Committee but these are not represented on the EDB. Some relevant professional service activities (e.g. Research & Innovation Services, Outreach and the Widening Participation team, and Accommodation & Commercial Services) are not represented on the Board. There is only one student member (the women's officer). The University's network groups (e.g. LGBT, disability) have no representation. The three lay members appointed by Council are not consistently engaged (one of whom has said she will not be able to attend any meetings). As such the Board is hamstrung in its ability to: provide a steer or leadership in terms of the development of the University's equality and diversity agenda; act as a catalyst for action; and/or provide forum for the sharing and dissemination of good practice.

### **3. Proposed New Name, Membership and Terms of Reference**

Members are asked to refer to Appendix 3.

The nomenclature - Equality and Diversity Board – does not align with the wider University's Committee structure. In many other sectors it is no longer common to refer to equality but rather to use the language of diversity and inclusion.

However, the term 'equality' continues to have strong resonance in the HE Sector in the context of the ECU and its on-going commitment to equality charters. Dropping the word equality may also be perceived by some staff and students to represent a diminution in the University's commitment to equality. It is therefore proposed that the newly constituted committee should be named the Equality & Diversity Committee (EDC).

Revised membership is recommended in Appendix 3. This membership will act as a catalyst for action and members have the authority to provide leadership and steer in the development and delivery of the University's equality and diversity strategy and act as a forum for sharing and disseminating good practice.

Revised terms of reference are also proposed and it is recommended that the members of the EDC should review these after appropriate consultation with relevant constituencies.

#### **4. Action required**

Council is asked to:

- approve the change of name to Equality & Diversity Committee (EDC);
- approve the proposed membership for the reconfigured committee;
- endorse that, once reconfigured, EDC members consider the revised terms of reference after appropriate consultation with relevant constituencies.

**Gill Valentine, FPVC for Social Sciences and Chair of EDB**  
**11 April 2016**



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## Appendix 1

### Equality and Diversity Board – Current Terms of Reference:

1. To develop and agree with Council the University's equality and diversity strategy, specifically relating to Equality Objectives, and agree the key priorities for development within each equality objective theme, on an annual basis.
2. To oversee the development of the University equality and diversity strategy agenda within the wider strategic and legislative environment.
3. To provide steer and leadership on the equality strategy of the University, and to monitor and review the University's performance against those objectives.
4. To receive and comment on initiatives and reports related to inclusion from relevant Committees, specialist groups, and strategic business areas to:
  - (a) assess in consultation with them how they are meeting the University's Excellence Through Inclusion strategy;
  - (b) offer support, guidance and recommendations where appropriate on how they can contribute to this strategy, and further the University's equality and diversity agenda;
  - (c) act as a catalyst for action.
5. To oversee and steer the University's Athena Swan action plan, working with the University to drive this forward.

**Reports to:** Council



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## Appendix 2

### Equality and Diversity Board – Current Membership:

<i>Chair: A serving or former Pro-Vice-Chancellor</i>	Professor Gill Valentine
<i>Ex Officio Members:</i>	
<i>Chair of the Gender Equality Committee</i>	Professor Lorraine Maltby (Animal & Plant Sciences)
<i>Representative of the Students' Union</i>	Ms Sharmin Jahan (Women's Officer)
<i>Representative of the Campus Trades Unions</i>	Dr Wendy Michallat (School of Languages & Cultures)
<i>A Head of an Academic Department</i>	Professor David Mowbray (Physics & Astronomy)
<i>Heads of Professional Services or their representatives</i>	CICS: Dr Chris Sexton Student Services: Ms Debora Green Estates & Facilities Management: Mrs Lisa Woods Learning & Teaching Services: Mr Julian Crockford

<i>Three lay members appointed by the Council</i>	
Mr Zahid Hamid	2005-08, et seq, 14-15, 15-16
Professor Dame Athene Donald	2015-18
Mr Luke Staniland	2015-18

<i>Eight other members appointed by the Senate</i>	
Dr Rhian Davies (Hispanic Studies)	2014-17
Dr Amanda Power (History)	2014-17
Mr David Reid (Nursing & Midwifery)	2014-17
Dr Munita Muthana (Medical School)	2014-17
Dr Katie Edwards (Biblical Studies)	2014-17
Dr Sarah Baker (Dentistry)	2014-17
Dr Lada Trifonova (Journalism Studies)	2015-18

<i>Up to five co-opted members</i>	
Professor Alex Frangi	2013-16
Mrs Rita Saddler	2011-14, 14-15, 15-16
Professor John Derrick (Computer Science)	2015-18
Professor Stephen Julious (SchARR)	2015-18
Dr Amaka Offiah (Medical School)	2015-18

<i>Secretary</i>	Associate Director of Human Resources - Ms Gill Tait
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**Quorum:** Three members of the Board of whom not more than two can be members of staff of the University.



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## Appendix 3

### Equality & Diversity Committee

#### Proposed Revised Name, Terms of Reference and Membership:

1. To support the Council in executing the University's Strategic Plan by taking account of diversity and its legal equality duties and ensuring that Council meets its equality and diversity obligations under the CUC *Higher Education Code of Governance* (2014), including in relation to its own operation.
2. To provide steer and leadership on the University's equality and diversity strategy and to monitor and review performance against the University's strategic approach to ensure that its associated objectives and action plans are properly implemented and effective.
3. To commission and receive reports and consider the development of targets and key performance indicators relating to student and staff equality and diversity and their integration with the corporate planning process. Consolidate this information into an annual or more frequent report to the Council.
4. To consider reports from relevant university committees, groups, networks, and relevant university officers to identify key strategic and operational issues relevant to equality, diversity and inclusion and to report to the Council making recommendations as appropriate.

**Reports to:** Council

<i>Chair: A serving or former Pro-Vice Chancellor</i>	Professor Gill Valentine
<i>Ex Officio Members:</i>	
<i>Chair of the Gender Equality Committee</i>	Professor Lorraine Maltby (Animal & Plant Sciences)
<i>Representatives of the Students' Union</i>	Ms Sharmin Jahan (Women's Officer) Ms Peggy Lim Pei Qi (International Students' Officer) Mr Minesh Parekh (Education Officer)
<i>Representative of the Campus Trades Unions</i>	Dr Wendy Michallat (School of Languages & Cultures)
<i>Representatives of the Professional Services</i>	
<i>Student Services</i>	Ms Debora Green
<i>Learning and Teaching Services</i>	Ms Louise Woodcock
<i>Research and Innovation Services</i>	Ms Deborah McClean
<i>Corporate Information and Computing Services</i>	Dr Christine Sexton
<i>Estates and Facilities Management</i>	Mrs Lisa Woods
<i>Accommodation and Commercial Services</i>	Miss Caryn Masters
<i>Outreach</i>	Mr James Busson
<i>Widening Participation</i>	Dr Julian Crockford

<i>Representatives of key equality and diversity matters</i>	
<i>Research Excellence Framework</i>	Professor John Derrick (Deputy Pro-Vice-Chancellor for Research and Innovation)
<i>Teaching Excellence Framework</i>	TBC
<i>Two lay members appointed by the Council</i>	
Mr Zahid Hamid	2005-8, et seq, 14-15, 15-16
Mr Luke Staniland	2015-18

<i>Two members appointed by the Senate</i>	
Dr Amaka Offiah (Medical School)	2015 - 2018
TBC	

<i>Chairs of Faculty Equality &amp; Diversity Committees</i>	
<i>Faculty of Arts &amp; Humanities</i>	Dr Henriette Louwerse (School of Languages & Cultures)
<i>Faculty of Engineering</i>	Dr Rachael Rothman (Chemical & Biological Engineering)
<i>Faculty of Medicine, Dentistry &amp; Health</i>	Ms Susan Bridgeford (Director of Faculty Operations, Medicine, Dentistry & Health)
<i>Faculty of Science</i>	Professor Jane Grasby (Chemistry)
<i>Faculty of Social Sciences</i>	Professor Daniel Goodley (Education)

<i>University Network Chairs</i>	
<i>Lesbian, Gay, Bisexual &amp; Transgender (LGBT)</i>	Dr Matt Mears (Physics & Astronomy)
<i>Staff &amp; Disability Network</i>	Mr Mark Morley (Corporate Information & Computing Services)
<i>Others TBC</i>	

<i>Secretary</i>	Associate Director of Human Resources – Ms Gill Tait
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