

**University Management Team  
Student Equality, Diversity and Inclusion Forum  
Chair's Minutes of the sixth meeting held on 22 June 2022**

**M30/22 Minutes of the previous meeting**

The minutes of the previous meeting held on 30 March 2022 were confirmed as a true and accurate record.

**M31/22 Matters arising (not elsewhere on the agenda)**

The forum confirmed that all actions had been addressed or were in hand or addressed elsewhere on the agenda.

**M32/22 Chairs Matters**

The Chair provided an update on the distribution and publication of the Forum minutes, with the Forum trying to move to a more transparent and open approach with the minutes being available on the UON website. Minutes of the Staff Forum had been published, the Student Forum minutes would soon follow. The Chair thanked the Forum Officer, Mark Hodgkinson for the work he had done to achieve this as it had been challenging.

**M33/22 Campus Accessibility Update**

The Assistant Director of Estates & Campus Services (Operations) provided this update. Although the campus was built to be accessible, UON has always been conscious that things change and that once there were users in the buildings, there would be additional feedback. An audit with AccessAble was completed in 2020 and from this a University Accessibility Guide was created to over 200 teaching/meeting spaces and routes across the University. A disability matrix was also designed. AccessAble covers all aspects regarding disability at the University and enables users to feedback any challenges they are facing when entering and using our facilities. The Building & Quality Coordinator has done some work to make sure this information is more widely available across University web pages, and all campus frontline staff are aware of the packages. The link to the guides can be found here:  
<https://www.accessable.co.uk/university-of-northampton>

AccessAble is reviewed every three years but has ongoing monitoring. Although our buildings are currently compliant, we aspire for them to be more than just compliant and to go above and beyond for all users. The

University does face some restrictions such as design features within buildings but this not necessarily clear and transparent so we are trying to make sure that it is, and that people know that we are aware of the issue but that we can't do anything about it.

User feedback can be made directly through the AccessAble website, but there is also representation within the Disability Coordinators group and the Disability Network. There is a crossover in the different sources coming through which enables the Campus & Estates team to engage with any discussions in those groups and to feedback on other projects they are working on.

The Estates team have a development framework running of staff and student workshops with a plan that will be linked to the delivery of teaching which will ensure from a user perspective that everything is accessible to them. The work is linked to an action plan which RAG rates changes or works required to assure accessibility.

### **M34/22 Access and Participation Plan (APP) 20/21**

#### **To receive an update on the conditions set on our APP by OfS**

34.1 The Head of HE Schools Engagement (HHESE) provided the following update:

The OfS had announced new priorities for APP moving forward and there would be a period of APP transition (see SEDIF minutes of 30 March 2022). The current focus was on Stage 2 which was a bridging APP, and we are looking to see if the new priorities (A, B, C and D) are addressed in the current plan.

**Priority A** makes APP plans more accessible to all stakeholders, including current students and their parents, and in a way it can be easily understood.

**Priority B** is concerned with transition to University, raising the pre-16 attainment of young people from underrepresented groups across the UK.

**Priority C** sets out how access to higher education for students from underrepresented groups leads to successful participation on high-quality courses and good graduate outcomes.

**Priority D** seeks to develop pathways into and through HE through expansions of flexible level 4 and 5 courses and degree apprenticeships.

The Chair was interested to know if the priorities would help the University to widen access and participation to which there was a mixed view from

the Forum. There was a sense that the priorities came from a point that attainment gaps were formed earlier than arrival at HE and although challenging, targeting this as early as possible would prepare students effectively for HE. The University has a year to start putting things in place before September 2023 in relation to the new priorities and in this time we will be looking at where are already achieving the targets and planning our intentions for those which are not yet being met. It was felt it should be acknowledged that these things do take time and should come back to workload. It was also recognised there were lot of people in the University with wider connections and partnerships who should be brought together to make the best use of time and resources.

34.2 The University has had the first release of Graduate Outcomes Data for 2019-20. It is only our data at this stage, not any sector comparable data. The overall headline is that the situation is fairly static but that we have done well in a difficult labour market due to the pandemic. All faculties had seen an improvement, but Joint Honours had held the University back overall. The GEM-White data indicates the gap is down - 11.9%, which is down 3.6% on last year and is the largest narrowing of this gap for 3 years, however, it is still 3% behind this year's APP milestone which is 8%.

34.3 The Chair would like to see more work on ethnicities and outcomes and wondered if this could be tracked. It was confirmed the new QlikView dashboard would allow us to do this.

### **M35/22    Student EDI Action Plan**

#### **To review progress against actions and timeline for revisions**

35.1 The Chair provided an update.

The University had taken a decision to focus on reducing the GEM award gap as EDI covers a range of groups and characteristics. GEM gives us the option to have a number of actions directed at changing the culture, for example, a sense of belonging, role models etc which contribute towards student achievement.

The Forum discussed how in most cases when talking about the APP it referred to UK students and that we should not lose sight of our international students. We need to consider how well are we preparing them for their degree at UON and develop strategies that allow them to understand how they need to respond to assessments etc when they arrive here in the UK. The Director of Enterprise and Employability confirmed that the University was currently reviewing this and that an update could be provided at the next Student EDI Forum meeting.

Students could be directed to the resources already available to support them before they arrived. Stepping into University was available for home students, but we would like to make the same available for international students. The Chair suggested our approach to international students was different because our regulatory requirements were different rather than it being to do with our own moral imperative. The Chair would take it back to BIMI to review how we managed data in relation to international students.

35.2 The Vice President for Student Welfare provided an update on current campaign works.

There was a list of student networks that would be established from September 2022. The plan was to appoint a Chair for each of those networks and for the SU to meet with them and take their issues forward. The Chairs could also attend this meeting if it was felt appropriate by the Forum and the networks would mirror the Staff networks that we have.

The SU was also working in a project on Black Student Advocates. From September they would recruit a selection of student advocates to help understand the experiences of Black students at UON, in both academic and wider communities so that we can try and improve the experience for them.

### **M36/22 Staff Networks**

**To receive a verbal update from network representatives:**

#### **36.1 Disability network**

No update.

#### **36.2 GEM network**

The most recent activity the network had done was Learning at Work Week. The network had presented a session on Dismantling Racism within HEIs: A call to action. One of the biggest calls to action was to hire more black members of staff. The GEM network acknowledged they could support with the changes, but they could not do all of the work required.

The network was planning events for Black History Month, including a Black in the Ivory conference.

#### **36.4 LGBT+ network**

No update.

#### **36.4 Women's network**

The network had also been involved in activities in Learning at Work week which was fantastic. They had also decided to have their network meeting

face-to-face during that week. Whilst it had been nice to see people, it had not been as successful as they had hoped and would be reverting back to online meetings.

The wider Forum group discussed how they were conscious of the fact they were only representing small parts of change and that none of the differences could work on their own. Even though it was useful, we would need to think about the direction it was all taking when all of the groups existed concurrently. There should be more scope to bring the different characteristics.

### **M37/22 Internal diversity information Equality and Diversity Report 2020/21**

The Forum received the paper [SEDI07/22](#), Equality and Diversity Report 2020/21 (excluding Postgraduate Achievements final sit data). The BIMI Officer confirmed this report is for data in the last academic year, 2020/21. It provides a summary of data of the student journey through enrolment, progression, continuation, and achievement, and it looks at E & D performance at a University level. Key areas of concern would be Male and Female performance, particularly in relation to progression and achievements. Male progression lies below University threshold at 63.4% and have a greater than 10 percentage point difference from female progression. Female achievement outperforms males with a greater than 10 percentage point difference however the gap has narrowed.

The Forum would like to note that with the data, there needs to be a deeper dive within teams to identify where those gaps exist in the GEM communities. It was noted that Subject Leader meetings look at the APP gaps and at that point they are directed to the QlikView dashboards where they are able to filter down to the different ethnicity groups.

The BIMI Officer had been asked to confirm with the Forum that the report was useful to receive. Did it tell us what we needed to see, did it meet the needs of the Forum and were there any changes members of the Forum would like to see. The Chair suggested that challenges lay with the lag in data and there were some issues around the breakdown of ethnicity groups. It was also suggested the same question was asked outside of the group and it was asked how it could be built into the APP. The Forum recognised that BIMI did their best to get data out to who needs it as soon as they are able to after it's release.

It was asked if there was any additional qualitative data available. Data was very useful to get a sense of what is going on, but anything around why answers are the way they are would be helpful to be able to provide

more individualised support and effective intervention. It was confirmed that BIMi had no other qualitative reporting data than that of NSS and PTES feedback.

## **M38/22    Update of meetings relevant to EDI**

### **38.1 Disability Coordinators meeting**

It was confirmed there had not been a meeting since the Additional Needs Manager's departure in April. However, a meeting date had been set for July for respective areas to attend and share their updates and feedback. In the interim this meeting will be chaired by the ASSIST Manager until a replacement Additional Needs Manager is recruited.

### **38.2 Staff Equality & Inclusion Forum**

No update.

## **M39/22    Matters referred to or from UMT:**

None.

## **M40/22    Any Other Business**

40.1 The Estates and Campus Services team are following up on the 'Living Black at University' report that was released earlier this year and have engaged the help of Halpin who completed the research on behalf of UNITW. We will be meeting with them to get the project started over the next few weeks colleagues may see communications about it.

40.2 The EDI pages on the University website have been updated and link better together. These will be monitored bi-monthly.

## **M41/22    Availability of papers**

All of the papers were declared as open.

## **M42/22    Dates of Meetings for 2021/22**

This was the final meeting of the academic year.

## **M43/22    Reserved Business**

There was no reserved business to report.

Draft Chairs minutes: 29 June 2022  
Confirmed Minutes: 29 June 2022

## **Student Equality Diversity and Inclusion Forum - Action list from the meeting held on 22 June 2022**

**There were no actions from the meeting.**