University of Northampton

**University Management Team**
**Student Equality, Diversity, and Inclusion Forum**
**Chair's Minutes of the tenth meeting held on 29th March 2023**

**Agenda Item**

**M13/23   Attendees Present**

Present: Shan Wareing, Emma Banks, Julian Brown, Michelle Chodyniecki, Tim Dobson (from 10.30am), Nathan Dodzo, Emily Fletcher (from 10.30am), Laura McSherry, Selina Moyo, Anthony Stepniak, and Bhavya Mohan (deputising for BG).

Apologies.
Kahvan Bryan, Annette Devine, David Fitzgerald, Beth Garrett, Callum Green, Zoe Heller, Wray Irwin, Dalbir Khangura and Chris Powis.

In attendance for item M03/23- M53/22
Peter Jones and Angela Rushton

Mark Hodgkinson: Committee Officer
Clare Donnelly: Committee Officer

Observer:
Aina Amure

**M14/23   Minutes of the previous meeting**

14.1 The minutes of the previous meeting held on 18th January 2023 were confirmed as a true and accurate record.

**M15/23 Matters arising (not elsewhere on the agenda)**

15.1 The Head of Access & Participation (HA&P) confirmed that the that Student Financial Guidance was now available on the public website (M50/22).

**M16/23**

16.1 The forum received papers (annexes SEDIF 1a/23, SEDIF 1b/23 & SEDIF 1c/23) in response to item M53/22 analysing the gaps in attainment and

progression aligned to characteristics including ethnicity, entry qualifications, gender, and socioeconomic background. The Chair welcomed the Associate Deans from FAST and from FBL to the forum to provide a brief verbal overview of their papers. The following points were highlighted:

a) There are some significant gaps in data, particularly in FAST which has a number of programmes with small cohorts.
b) There are variety of approaches to closing outcomes gaps adopted at programme and Faculty level, but there is not an overarching strategic approach.
c) The Faculties vary in their programmes and student recruitment trends, and this produces different data profiles, as illustrated by the high number of PG students in FBL.
d) Solutions are not always in the remit of Programme Teams, but where they are, actions are devolved  to Programme Teams to accommodate disciplinary and student body differences.
e) A variety of approaches have been undertaken including incorporating placements, updating programmes to reflect decolonisation, training of staff to be aware of different entry qualifications, and adopting authentic assessment that is commercially relevant. There is a lag between action and impact, which is why module first time pass rates are an important indicator.

It was noted that the FHES Associate Dean would provide an update at a future meeting. The FAST Associate Dean noted that there were initiatives within the Education programmes to develop inclusive assessment. The proposal for an Academic Conventions for Postgraduate Students (ACPS) Zero-Credit module to support postgraduate students to succeed at level 7 was considered by the Change of Approval panel recently. This development was welcomed by the Chair, and it was agreed that further details be provided at a future meeting. The FAST representative noted that International Students require support that is targeted to their needs. The AD for FBL confirmed that specific support is provided for International Students. The HA&P noted that an institutional approach should align with the Access and Participation Plan, and would benefit from student feedback. The Equality, Diversity, and Inclusion Manager (EDIM) emphasised the importance of having clear goals and what success looks like. The Chair summarised the discussion points as follows:-

i.      There is a requirement for an overarching Institutional Strategic plan to reduce outcomes gaps with local ownership and devolution to Programme teams.
ii.     We need to continue to develop data quality to provide insight to support the development of the strategy. In addition, to help clearly establish our

current position and enable effective evaluation of impacts to take place. It was agreed to task the Director of Library & Learning Services (DLLS) to investigate approaches to developing Institutional Strategy.

**Action:**
DLLS to investigate approaches to developing Institutional Strategy **by 21st June 2023**

## M17/23  Chair's Matters

17.1  There are no Chair's matters.

## M18/23  Access and Participation Plan 22/23

18.1  The Head of Access & Participation noted that good progress is being made on the current Access and Participation Plan (APP). The OfS is disseminating information about the next iteration of the APP which will include an Equality of Opportunity risk register, an update to the OfS data dashboard, and confirm the focus of activity. In future the emphasis for outreach activity will be the development of partnerships with schools and colleges. Evaluation would  remain essential, and funding would remain the same.  The development of the University's next APP will involve the SU, the Steering and Operation Groups.

## M19/23  Student Matters and Student Voice
### 19.1 Update from Students' Union – SU Representatives

The Chair welcomed the part-time Student Officer for FBL (PTO-FBL) who was deputising for absent SU colleagues who were supporting teams at the annual Varsity event 2023. The PTO-FBL provided an update for the Forum in relation to the Black Student Advocates organising future meetings to ensure maximum coverage and impact across the different faculties. Further details to be provided in future.

## M20/23  20.1 To receive papers on equality, diversity, and progression from Emily Fletcher, BIMI Officer

The BIMI officer noted that the NSS participation rate was currently 50%, which was on a par with last year's rate which was 51% at this point in time.

## M21/23  Update on Student Policies and Processes: impact of policy changes on EDI

21.1 The Chair noted the apologies from the Assistant Registrar (Interim), and it was agreed that this matter would be considered at the next meeting of the forum.

## M22/23   Items received or referred to ULT

22.1 There were no items received from ULT.

22.2 It was agreed that the Student EDI Forum would be referred to ULT the following item:

M03/23(M53/22) - response from Associate Deans - on how gaps greater than 10% will be actioned.

Action:
Chair by 2nd May 2023

## M23/23          Any Other Business

23.1 The HA&P highlighted the following events:-
a)      a Staff/Teachers webinar supporting Gypsy Romani and Traveller communities (see link below https://www.eventbrite.co.uk/x/staff-teachers-and-advisor-webinar-supporting-grt-communities-tickets-512026995527?aff=eemailordconf&ref=eemailordconf&utm_campaign=order_confirm&utm_medium=email&utm_source=eventbrite&app_cta_src=order_conf_email&utm_term=digitalx
b)      Online Eventbrite discussion regarding the reporting and handling of racist incidences on campus; getting this right is crucial for sense of belonging.
c)      9.3 Forum members interested in the APP Special Interest group should email Tim Dobson (Tim.Dobson@northampton.ac.uk)
or Kahvan Bryan (Kahvan.Bryan@northampton.ac.uk) for further information.

## M24/23   Availability of papers

24.1 All papers were declared open.

## M25/23   25.2 Dates of remaining meetings for 2022/23

All meetings start at 10am and finish at 11.30 am. The Final meeting is
•       Wednesday 21 June 2023

## M26/23   26.1 Events 2022-23

Dates of Events for 2022/23. All events start at 11.30am and finish at 12.30pm
- Wednesday 21 June 2023

**Student Equality Diversity and Inclusion Forum - Action list from the meeting held on 29th March 2023**

**M03/23: Action:**
The Chair would ask the Director of Library and Learning Services for help leading a strategic approach to closing outcomes gaps for students aligned to student characteristics by 21st June 2023

**M09/23: Action:**
It was agreed that item M03/23(M53/22) (response from Associate Deans on how the Faculties are addressing gaps greater than 10%) would be referred by the Student EDI Forum to ULT by the forum Chair by 2nd May 2023

Officer: Mark Hodgkinson
Draft minutes        3rd May 2023
Chair's minutes    9th May 2023