University Leadership Team
Student Equality, Diversity and Inclusion Forum
Chair's Minutes of the eighth meeting held on 18 January 2023

M01/23 Preliminary Items

Present: Shân Wareing, Beth Garrett, Zoe Heller, Annette Devine, Anthony Stepniak, Chris Powis, Tim Dobson, David Fitzgerald, Laura McSherry, George Kapaya, Nathan Dodzo, Michelle Chodyniecki, Emily Fletcher, Khavan Bryan, Dalibir Khangura, Rob Howe

Apologies: Wray Irwin, Callum Green, Julian Brown, Simone Apel,

In attendance: Aileen Cowan (Officer)

M02/23 Minutes of the previous meeting

The minutes of the previous meeting held on 9 November 2022 were confirmed as a true and accurate record.

M03/23 Matters arising (not elsewhere on the agenda)

The Chair confirmed that 2 actions remained outstanding to be referred to the next meeting.

i) Updating of Financial Guidance on website (M50/22).

   Action: Head of Access and Participation

ii) Response from Associate Deans (M53/22) on how gaps greater than 10% will be actioned and programmes with high numbers of affected students identified

   Action: Associate Faculty Deans

M04/23 Chair's actions

i) The Chair passed on comments from the Vice Chancellor that there is some duplication between the Staff EDI Forum and the Student EDI Forum which needs to be addressed by both Chairs, ideally before the next meeting on 29 March 2023. Staff who attend both meetings agreed with the duplication of a number of areas and suggested that where there are differences, these could be tackled by sub-groups.

ii)   Preparations for the 2023 TEF are currently being finalised and the Chair would like to identify now what is required to prepare for the 2028 TEF so the University can identify how to get there at an early stage and modify if necessary.

Action: Chairs of Student EDI Forum and Staff EDI Forum

M05/23   Technology supporting Equality, Diversity and Inclusion

SEF 2023-01-11 06 Technology supporting equality and diversity R Howe.docx

- The new Students Record Systems – SITS - will be able to use students' choice of preferred name, choice of pronouns and correct pronunciation.
- NILE can already do so and cope with changes.
- The Ally tool allows students to choose the text format they use e.g. tagged PDFs, HTML and e-pub.
- Microsoft Immersive provides guidance for staff producing documents requiring increased accessibility. All documents can be scored for accessibility.
- Administrator tools such as Kaltura video captions can be used to provide awards.
- Other systems such as Tribal will also include these features.
- A question was posed regarding how this information will be communicated to students? This will be done via the Students' Union and it was suggested that these tools could be included in staff induction and an enhanced Welcome Week for students

M06/23   To receive papers on equality, diversity and progression from Emily Fletcher, BIMI Officer

Emily highlighted the following points:

i)   **Progression 21-22**

- Progression at Level 5 was the biggest change following the pandemic having reduced from 76.1% to 66.5% in 2021-2022;
- Level 4 progression at 68.9% was slightly lower than academic year 2020-2021
- The GEM progression rate has decreased;
- GEM withdrawal rates have increased and is now higher for female students than male students.

ii)   **Undergraduate good degrees 21-22**

- Data came from HESA data and can be viewed on Qlikview;
- There was a reduction in good degrees from 29.4 x 1st class degrees to 25.9% in a single year;

- There was a corresponding increase in lower second class degrees and 3rd class honours degrees;
- The gap between white students and GEM students has increased from 16.1% to 27.5%in 2021 – 2022;
- It was agreed that concern about GEM data requires assessment of the cause as ethnicity appears to be a key feature of intersections with data;
- Is changed data a trend or a blip and is intervention by the University required?
- Withdrawals data will be available by programme on Qlikview shortly;
- Around March 2023, sector-wide data will be available;
- It was commented that results in 2021-2022 may be due to the withdrawal of the academic regulations in force during the pandemic;
- It would be useful to have information on all students' achievement on entry and final achievement

EDI SEDIF event presentation

M07/23   To note progress of the APP conditions and priorities from the Head of Access and Participation Tim Dobson

Tim updated APP developments by explaining that that his team were looking first at interventionality and will examine commitments made to decide whether these should be retained, released or modified in the light of findings or changes to OfS requirements.

- The Equality of Risk Register is awaited.
- Raising awareness of the APP is taking place across Higher Education Institutions (HEIs).

M08/23   Update from Students

- The President updated the meeting on progress appointing Black Student Advocates. There are now 9 in post who meet weekly as a team.
- Student Networks are now operational and include LGBTQ+ students, BME students and Women students.
- In response to a question, it was established that currently there are Networks at Levels 5 and 6 but none at Level 4 as yet.
- There are currently 7 staff supporting Student Networks in post 8 hours per week.

M09/23   Items received or referred to UMT

There were no items received from UMT.

It was agreed that the following items would be referred by the Student EDI Forum to UMT:

M05/23 Technology supporting EDI

M06/23 Data and EDI
M07/23 APP update
M08/23 update from students

Action: Chair

M09/23   Any Other Business

There was no other business

M10/23   Availability of papers

All papers were declared open.

M11/23   Dates of remaining meetings for 2022/23

2022/23 All meetings start at 10am and finish at 11.30am

- Wednesday 29 March 2023
- Wednesday 21 June 2023

M12/22   Events 2022-23

Dates of Events for 2022/23. All events start at 11.30am and finish at 12.30pm

- Wednesday 29 March 2023
- Wednesday 21 June 2023

Officer: Aileen Cowan
Draft minutes: 26.01.23
Chair's minutes: 26.02.23

Student Equality Diversity and Inclusion Forum - Action list from the meeting held on 18 January 2023

Reference	Person(s) responsible	Action	Date	Update on outcomes
M04/23	Chairs of Student and Staff EDI Forums	To agree rationalisation going forward.		
M09/23	Chair	To refer papers to UMT: M05/23 Technology supporting EDI M06/23 Data and EDI M07/23 APP update M08/23 update from students		