University Leadership Team
Student Equality, Diversity and Inclusion Forum (SEDIF)
Chair's Minutes of the seventh meeting held on 9 November 2022

M44/22   Preliminary Items

Present: Shan Wareing, Anne-Marie Kilday, Chris Powis, Wray Irwin, Genine Taylor, Mohammed Afsal Erumbadasseri, Simone Apel, Laura McSherry, Claire Cross, George Kapaya, Nathan Dodzo, Julian Brown, Emma Banks, Michelle Chodyniecki, Emily Fletcher, Khavan Bryan

Apologies: Callum Green, Claire Cross, David Fitzgerald, Beth Garrett, Zoe Heller, Anthony Stepniak

In attendance: Aileen Cowan (Officer)

M45/22   Minutes of the previous meeting

The minutes of the previous meeting held on 22 June 2022 were confirmed as a true and accurate record.

M46/22   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.

M47/22   Chair's actions

M47.1 The Chair and Officer would consider other operating platforms as Collaborate had proved problematic for several participants.

M47.2 The minutes would be more action orientated going forward

M48/22   Terms of reference and membership

It was confirmed that SEDIF reports to the University Leadership Team.

The Vice Chancellor asked if Faculty representatives are staff or students and proposed that the Forum should consider appointing one student representative per Faculty going forward.

The membership and Terms of Reference of the Forum were approved with the amendments agreed at the meeting.

[TOR EDISF - 2022-23.docx](#)

[SEDIF Membership Sept 2022.odt](#)

M49/22 Campus Accessibility Update

The Estates and Campus Services Representative reported that the campus was designed to be accessible, however UON has always been conscious that requirements may change. The contract with AccessAble has just been renewed which provides a University Accessibility Guide to over 200 teaching/meeting rooms and routes across the University. 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.

Efforts are being made to raise the awareness of all staff, including Professional Services staff, to the Accessibility Guide. The University is reviewing recommendations received from AccessAble on possible improvements. AccessAble information is also now 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: [University of Northampton | AccessAble](#)

M50/22 Access and Participation Plan (APP) update (November 2022)

[UON APP written variation HIGHLIGHTED submission.docx](#)
[University of Northampton_app_2020-21 V1_10007138.pdf](#)

The Director of Enterprise and Employability, Wray Irwin, and Tim Dobson, Head of Access and Participation provided the following update:

The University's focus is on improving aspiration and attainment with particular attention to:

- Improving graduate outcomes;
- Providing financial support to students and,
- Improving student evaluation of programmes

Further requests for information were received from the Director of Fair Access at the Office for Students and UON has submitted 2 documents in response. OfS responses /approval were still awaited.
Comments and questions were as follows:

- Many students have caring responsibilities for either children or adults with and without disabilities. The University reaches out to the 3rd sector for help for such students.
- The University looks beyond government requirements for students with EDI needs

- The University can provide additional funds for students seeking financial support at Level 5 and Level 6 via bursaries e.g. for students who are estranged from their families
- It was agreed that awareness amongst students and staff - including Personal Tutors - could be improved
- There was an enquiry about the extent the University fulfils its duty of care to students involved in the appeals process or disciplinary process.

Available guidance on the UON web includes:

- Financial Guidance: **money@northampton.ac.uk**
- International Student Support: **iss@northampton.ac.uk**
- **Students in distress guidance**
- **Students in distress flowchart long description**

ACTION: Chair/Presenter

M51/22   Student matters and students' voice
(Genine Taylor & Mohammed Afsal Erumbadasseri)

The SU representatives explained that:

- Training is currently in progress for Student Advocates/Representatives
- Liberation Campaign Networks focus upon democratic communities
- Following an academic restructure, Student Representatives have a more significant role;
- Student Councils are open to all students;
- Interviews are taking place for Black Student Advocates
- Black in this case means students who have African and Afro Caribbean heritage
- All areas of the student community are represented, including faculty roles, Postgraduate Taught, Postgraduate Research and International students
- All officers are part-time

M52/22   Staff Networks

To receive a verbal update from network representatives:

M52.1   Disability network

The Director of Library and Learning Services, Chris Powis updated SEDIF on developments. The Disability Network is feeding into preparations and plans for Disability Month – 5 Lived Experience Workshops. On 17 November Dr Caroline Neilson is talking about Disability and Inspiration in a History talk. It is Disability History Month from 16 November until 17 December. Chris Powis asked for book titles and authors to add to the Disability Reading List. On 6 December a distinguished speaker from the University of Glasgow will participate in an event.

M52.2   GEM network (Kahvan Bryan)

- 52 responses submitted to a recent survey;
- Black Student Advocates in place;
- Participation in Liberation Campaign Network;
- 9 November 12.30pm face to face meeting for Black Student Advocates and Liberation Campaign Network;

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

M52.3   LGBT+ network Anthony Stepniak

It was noted that contribution are being sought in support of the upcoming Transpersonal /Transgender Remembrance Day to memorialize victims of transphobia.

M52.4   Women's network (Michelle Chodyniecki)

Women's Day will be observed on 20th November 2022

M53/22   Internal diversity information - Equality and Disability analysis of NSS and PTES

[2022 Survey E&D Differences.docx](#)

The BIMI Officer presented the report which highlighted gaps of 10% or more between EDI groups and the general student population in TEF, NSS and PTES 2022 reports.

M53.1   NSS

- In terms of age, the University failed to meet the TEF benchmark for those aged over 31 years.
- In terms of disability, there was a gap of more than 10% between disabled students satisfaction with the Students' Union
- Gap of greater than 10% between students with a specific learning disability and other respondents; regarding organisation and management and overall satisfaction;
- Domicile led to gaps regarding organisation and management, overall satisfaction and in the TEF for student voice
- Gap of greater than 10% regarding organisation and management between white and Asian students
- In TEF, we fail to meet the benchmark for Black students and Student Voice in the student experience section.

M53.2   PTES

- Age gap of over 10% between under 25s and over 25s.

- Gaps of over 10% for disabled students for quality of teaching and learning, academic support, resources and services, overall satisfaction and satisfaction with the Students' Union
- Over 10% gaps for academic support, overall satisfaction and satisfaction with the Students' Union based on domicile;
- Gaps of over 10% between white and GEM students for academic support and satisfaction with the Students 'Union.

The Interim Academic Registrar asked how will these gaps be actioned and where are the greatest number of affected students? Data would be referred to Faculties and specifically Associate Deans for action

ACTION: Associate Deans

M54/22   Update on Student Policies and Processes: impact of policy changes on EDI

[SEDIF policy update briefing November 2022.docx](#)

The Academic Registrar (Interim) reported that her focus is to improve student policies including bullying, and complaints and appeals, Students should be able to identify the process, action and possible outcomes.
The intention is to ensure efficiency, timely action, ensure appropriate storage and management systems and provide training for staff to support students through the processes.

M55/22   Update of meetings relevant to EDI

Disability Coordinators meeting
Staff Equality & Inclusion Forum

[22-07-12 DisCo Minutes.docx](#)
[22-09-22 DisCo Minutes.docx](#)e

[EDI Forum 23 June 2022.docx](#)

Minutes of all groups were received by SEDEF

M56/22   Matters referred to or from UMT

None.

M57/22   Any Other Business

None.

M58/22   Availability of papers

All of the papers were declared as open.

M59/22   Dates of Meetings for 2022/23

All meetings start at 10am and finish at 11.30am.

- Wednesday 18 January 2023
- Wednesday 29 March 2023
- Wednesday 21 June 2023

M60/22   Events 2022-23

All events start at 11.30am and finish at 12.30pm.

- Wednesday 18 January 2023 Equality and Diversity Information gathered by BIMI
- Wednesday 29 March 2023 Introducing Cultural Integration Workshops and their role within Inclusion
- Wednesday 21 June 2023 LGBTQIA and Inclusivity (postponed from 7 December 2022)

Officer: Aileen Cowan
Draft Chairs minutes: 8 December 2022

Confirmed Minutes:

Student Equality Diversity and Inclusion Forum - Action list from the meeting held on 9 November 2022

Reference	Person(s) responsible	Action	Date	Update on outcomes
M50/22	Shan & Wray	To make available on web further guidance on financial support and guidance available for students	22/11/22	
M53/22	Associate Deans in Faculties	To action NSS and PTES gaps greater than 10% in all areas	22/11/22	