**University Management Team
Student Equality, Diversity, and Inclusion Forum
Chair's Minutes of the eleventh meeting held on 5th July 2023**

**M27/23    Part A: Preliminary Items**

Present: Shan Wareing, Julian Brown, Michelle Chodyniecki, Tim Dobson, Emily Fletcher, Selina Moyo, Chris Powis, Marly Windle, Pam Dimmock, Reiss Manuwa, Sam McKay, Adam Dodd, Julie Martin, Nikki Harford (from 11:30), Anna Quinn, Liz Vokes (from 11:50), Jo Lester and Bhavya Mohan.

**Apologies:**
Anthony Stepniak, Lorna Jowett, Debbie Christopher, David Fitzgerald, Laura McSherry, Emma Banks, Callum Green, Dalbir Khangura, Nathan Dodzo and FHES deanery representative.

Clare Donnelly: Committee Officer

**M28/23    Minutes of the previous meeting**

28.1  The minutes of the previous meeting held on 29th March 2023 were confirmed as a true and accurate record.

**M29/23    Matters arising (not elsewhere on the agenda)**

29.1  It was noted that the FHES Associate Dean would provide an update at a future meeting.

**M30/23    Chair's Matters**

**Chair's Matters**

30.1  From 1st September 2024 the Staff and the Student EDI Forums will come together due to significant overlap.

30.2  New Equality and Access unit now completed a restructure which reports directly to the Vice Chancellor; within that is access and participation team. Selina Moyo (EDI Manager) also commented on this as a positive step to move forward towards a common goal and to share resources.

30.3  Recruitment planned for the Head of Equality and Access position.

30.4 Director of Library Learning and Student Services discussed progress in how we support international students; home students funded through loans from UK government, structures different for international students - legal advice taken on this as funding regulations are different. Clarification on support which can be given; UON can support international students with hardship and immediate support, cannot support with housing or long term living costs or fees which is more to do with visa regulations.

## M31/23 Access and Participation Plan (APP) 22/23

31.1 The Head of Access & Participation Tim Dobson updated on the last meeting on APP in June involving special interest groups for increased engagement, also discussed ULT coming to next operational groups in order to have an institutional approach to strategise on interventions. There was feedback from faculty representatives and risk register (student success, graduate outcomes), data pulled together by Emily Fletcher (BIMI), and a deep dive of data to show risks to then move on to develop intervention strategies.

31.2 TD confirmed Kahvan Bryan (Access & Participation Manager) has been setting up student equality consultant team, which is useful for the student report. This is to embed student voice into process.

31.3 TD update on advocates programme – student group chaired by the Vice Chancellor, working on a student influence marketing project, looked at expenditure, to allocate funding to areas, support APP targeted students, how funding is targeted towards students, as well as a data day. Advocates for 23/24 currently being recruited.

31.4 It was noted that the White/GEM award gap was a major focus, TD working with Chris Powis (Director of LLS) to create plan to work with subject/programme leads where that gap is largest. 9 meetings in place, with the deputy deans involved. Participants encouraged to message TD if interested to join the group.

31.5 Head of Education - suggested more EDI focus could be incorporated into staff development sessions, and also to look at data and other factors in relation to inclusion. The need to highlight and share best practice was noted, and to have effective mechanisms to allow systematic collaboration. TD agreed with this and mentioned the best practice hub in development for the university website. Julie Martin commented that this should include all staff – both academic and professional services. Director of LLS added that a Learning and Teaching toolkit is being developed, going live on website for the new year. The focus being on promoting it more widely, ensuring best use of learning and teaching enhancement fund, further projects planned for this area.


## M32/23 Student Matters and Student Voice

32.1 Update from Students' Union – SU Representatives

SU President 23/24 update – planning to start more campaigns related to student advocates in next academic year 23/34, proposal for that in progress.

Another focus is on increasing international students engagement in sports and society, as well as looking at post grad students in terms of employability, also involved in APP steering group.

VP Welfare 23/24 – Looking into LGBT+ suitable accommodation without excluding people from general accommodation, reaching out to students to gather information and see what their needs are.

Liberation and Communities Coordinator SU – in changeover period in recruiting black advocates for 23/24, looking into elections and chair positions, potential new positions and connections with local area, pushing to doing more of that in future.

**M33/23    To receive papers on equality, diversity, and progression from Emily Fletcher, BIMI Officer**

33.1  EF – Postgraduate Taught Experience Survey (PTES) data: ran this year until middle of June, not sector level data yet to compare us to. 20% response rate, down from 40%, more in line with sector average. In terms the KPIs we have improved in all areas, equality and diversity we looked at in terms of mode/gender, some areas of concern around part time students around 50% satisfaction (80% for full time), people with disabilities less satisfied and mature students less satisfied, keeping in mind lower numbers responded to survey. All info on clickview dashboard for deep dive and filters.

Graduate outcomes data – 15 months after they graduated, 50% response rate, 65% in further study or work, E&D gaps, GEM/white gaps appears to be closing over last 4 years, some gaps for male/female and disability around 10%.

EDI Manager – raised discussion on next steps to tackle the attainment gaps. Deputy Vice Chancellor – WBL and placements are one of the factors that closes the attainment gaps, supporting students in lots of different ways, recent graduates support, strategic approach, making strategic changes and being more proactive. TD – subject areas/programmes with lowest stats have been targeted and meetings in place to improve attainment in all groups.

**M34/23    Update on Student Policies and Processes: impact of policy changes on EDI**

34.1  Interim Academic Registrar update (NH & JM) – new regulations currently going through senate approval, upcoming meetings in July and august. New students records system coming (SITS), has power in how to shape and change regulations and how we work, more to be shared in next meeting. Looking for wider representation for input to policies, such as from SU to enhance student experience.

**M35/23    Items received or  M36/23 referred to ULT**

35.1 There were no items received from ULT.
actioned.

36.1 Paper to go to ULT – project priorities for academic year 23/24. (Action for chair).

**M37/23    Any Other Business**

None raised

**M38/23    Availability of papers**

38.1  All papers were declared open.

**M39/23    Dates of remaining meetings for 2022/23**

N/A

**M40/23    Events 2022-23**

N/A

Officer: Clare Donnelly
Draft minutes      19/07/23
Chair's minutes    31/07/23


**Student Equality Diversity and Inclusion Forum - Action list from the meeting held on 5th July 2023**

**M36/23: Action:**
The Chair plans to prepare a paper to go to ULT to summarise project priorities for academic year 23/24.