

The Senior Tutor or his/her nominee	Dr Peter Byrd
One contract researcher	Ms Rebecca Cain
One academic-related member of staff	Ms Gillian Frigerio
One Technician	Mr Derek Richards
One Clerical member of staff	Ms Moya Melville
One Manual member of staff	Mr Michael Skidmore
One Senior Manager from one of the University's Earned Income Areas	Ms Lisa Taylor
One member external to the University	Mr Sawarn Malhotra
Director of Personnel Services	Mr Jim Brant
The Registrar	Dr Jonathan Nicholls
The Academic Registrar	Mr Lee Sanders
Co-opted member	Rev M Bratton

2. Minutes

TO CONSIDER:

The minutes of the meeting held on 21 June 2001 (attached).

3. Matters Arising on the Minutes

(a) Positive Action advertisements

TO RECEIVE:

An oral report on progress made in implementing a series of positive action advertisements in ethnic minority press (Minute 8/00-01 refers).

(b) Equal Opportunities Training

TO REPORT:

That at its last meeting the Committee resolved to hold a training seminar on Equal Opportunities for Committee members and other staff (Minute 8/00-01 refers).

TO CONSIDER:

Reports on the Equal Opportunities Training Seminar held on 11 October 2001 and the possibility of future seminars.

4. Race for Opportunity / Business in the Community regional membership

TO CONSIDER:

A paper on membership of Race for Opportunity / Business in the Community. (Paper EOC 3/01-02, copy attached).

5. Equal Opportunities Action plan

(a) CRE Standard and Benchmarking

TO REPORT:

- (i) That at its last meeting the Committee resolved that the University adopt the CRE Standard across the University, adapted to include other areas of equality (Minute 13/00-01 refers).
- (ii) That at its last meeting the Committee resolved that recruitment and selection practices be monitored more closely, and that the issue of compulsory recruitment and selection training be examined (Minute 13/00-01 refers).
- (iii) That at its last meeting the Committee resolved that appropriate equality targets / benchmarks for the University be identified (Minute 13/00-01 refers).

TO CONSIDER:

A paper on Equal Opportunities Action-Planning and Benchmarking (Paper EOC 4/00-01, copy attached).

(b) Promotion Processes

TO REPORT:

That at its last meeting the Committee resolved to survey existing promotion criteria and processes (Minute 13/00-01 refers).

TO RECEIVE:

An oral report on the progress of the survey.

(c) Family Friendly Working

TO REPORT

That at its last meeting the Committee resolved to examine the opportunities for part-time work within the University as part of a review of family friendly working practices (Minute 13/00-01 refers).

TO CONSIDER:

A paper on Family-Friendly Working and Part-Time Opportunities (Paper EOC 5/00-01, copy attached).

6. Religious discrimination

TO REPORT:

That at its last meeting the Committee resolved to examine the implications of monitoring the religion of staff and students (Minute 134/00-01 refers).

TO RECEIVE:

A paper on religious discrimination by the Reverend Mark Bratton (Paper EOC 6/00-01, copy attached).

7. Staff Data analysis

TO RECEIVE:

Existing Staff Data Analysis for 2000/01 (EOC 7/01-02, copy attached).

8. Equal Opportunities Legislation Update

TO RECEIVE:

A paper detailing changes to the Sex Discrimination Act (Paper EOC 8/00-01, copy attached).

9. Any Other Business

10. Date of next meeting

TO REPORT:

The next meeting of the Equal Opportunities Committee will be held on Wednesday 6 February 2002 at 2.00pm in the Council Chamber, Senate House.