

Minutes of Equality Network Meeting

Wednesday 5th March 2008

Venue – Keynes Quiet Staff Common Room

Present

Irfaan Arif, Julie Bennett, Raddasah Amin (Busy Bees), Pete Verrall, John Richards (for Tom Sharp), Christine Hooper, Louise Smith, Hazel Lander, Jayne Mortlock, Tracey Lamb, Amanda Bates, Yu Zhu, Suzanne Balabil, Jenny Harries, Andrea Peett (for Maureen Nunn), Angela Hewlett, Garry Beesley, Lesley Curtis

Apologies

Kay Webber, Taseer Ahmad, Jenny Keavney, Heather Harrow, Sarah Vickerstaff, Jawad Syed, Enid Dixon, Theresa Mikuriya, Jackie Waller, Alison Priest, Joyce Woods, Tom Sharp

1. Busy Bees Presentation

Irfaan introduced Raddasah Amin from Busy Bees to give a brief presentation of the service they provide to the University of Kent. CH asked if it would be possible for the Powerpoint presentation to be forwarded to the Network.

ACTION JB

YZ informed the group he has used the Busy Bee's voucher scheme for after school care for the last 2 years and is very pleased.

2. University Structure - Role of EO Rep, Group Work to Discuss, EO Reps Role

IA informed the group that the Role of EO Rep had been discussed at the last Equality Promotion Group Meeting and asked the group to get into small groups and discuss the way forward with regard to the role:

Summary of Discussion

HL suggested the list of EO Reps should be revised, focusing on non-attendance of meetings etc. An idea would be to discuss to find out if they are still committed to the role or if they would prefer to stand down. It would be preferential for them to volunteer rather than be pushed! LC said she always distributes information she receives to her department but is not too sure what else is expected in her role as an EO Rep. HL asked if the Equality and Diversity Department could feed more information through. CH informed the group that support staff discuss EO issues with her and as a result then go to their Line Manager or give permission for issues to be raised for awareness, which is positive.

CH also commented that Academics do not recognise her as a Rep – majority of staff do not look upon her as an EO Rep.

It was agreed that:

- More academic Reps are needed
- Reps need more support from HOD's
- More Awareness Training
- More 'tasks' for Reps

JH asked if it would be possible that Irfaan could occasionally do a 10 minute slot at Departmental Staff Meetings? JM suggested Reps names, departments etc be placed on the web. PV pointed out that the search for Harassment Contacts on the web is not very clear. JM informed the group that all new members of staff receive a Dignity at Work booklet in their starter packs – Julie to send some more over, once new order comes through!

ACTION JB

CH asked the group who work in diverse departments (Academic, Support Staff etc), whether they feel comfortable supporting ALL staff? JM asked if a Refresher Course could be arranged – case studies, experiences of others. IA will revise EO Rep Job Description and then send to the Network for any comments

ACTION IA

IA informed the group about of a UELT Presentation being held the following day regarding the Gender Audit. TL asked the group if they could promote the Gender and Race Awareness courses at Medway, as response has been extremely poor!

3 Date of Next Meeting

To be confirmed.