

Summary Notes of the Thursday the 9th of October 2025 meeting Held in the CSS Boardroom, Headingley Campus and via Teams

- The committee acknowledged recent global events including the enduring conflict in the Middle East and the potential for peace, which continues to affect our communities. Sources of support have been reiterated to our colleague and student communities (Support Report Respect, Student Services), as well as a bespoke message following last week's terrorist attack on a synagogue in Manchester. The committee are also anticipating the outcome of the EHRC Consultation on the Equality Act 2010's definition of 'Sex' and the updated Code of Practice, outlined in item 9 on the agenda.
- Colleagues presented on the inclusive education workstreams that has been implemented since the last update to this committee in 2024. The inclusive education programme aims to improve the experience of our students with disabilities and long-term health conditions, as well as promoting inclusion for all in our LBU community.
- Colleagues presented on a specific proposal to support academic colleagues to manage discussions in the teaching and learning environment. The purpose of this project is to support academics to uphold Freedom of Speech whilst promoting an inclusive learning environment, in accordance with the University's Freedom of Speech policy.
- Colleagues presented on a strategic workstream to support the pipeline of female academics and those from Black, Asian and ethnic minority backgrounds, which has been progressed by Human Resources colleagues as part of our Athena Swan and Race Equality Charter (REC) commitment.
- The committee heard that preparations are being made for the university's institutional REC (Bronze Award) Mid-Term Review with Advance HE which will be taking place in May 2026.
- The committee provisionally approved new guidance for Managers to support colleagues who need reasonable adjustments in the workplace.
- Leeds Beckett Students Union (LBSU) is supporting student representatives to continue to deliver several campaigns, including advocating for better housing in Leeds and support for students impacted by the cost-of-living crisis.

Date of next meeting: The next meeting of the Equality, Diversity and Inclusion Committee will be held on **Thursday 26th February 2026.**