
Contents

- | | |
|---|---------------------------------|
| 1. Introduction | 7. Training |
| 2. Annual Congress 2013 | 8. Count yourself in! |
| 3. Equality and Employment Rights – Update | 9. Equality publications |
| 4. Reports | 10. Events |
| 5. Campaigns | 11. A final word.... |
| 6. Guidance | |

1. Introduction

UCU members have experienced a very challenging year amid the backdrop of the Government's austerity measures which has manifested itself in huge job losses in the further and higher education sectors, victimisation of trade union activists, a more casualised workforce, reduction, and in some cases removal of employment rights, stagnating pay and staff morale at an all time low.

We are seeing the protections covered by equality legislation eroded and weakened which is all the more important that as activists and interested parties in equality, you help to pressure your MP in keeping the Public Sector Equality Duty (PSED). We will continue to keep you informed of changes to equality and employment rights.

Following the tragic murder of Drummer Lee Rigby, there has been an increase in racist and Islamophobic incidents being reported as extremist groups use the murder to spread their message of hate and division on the streets striking fear into communities. Measuring Anti Muslim Attacks (MAMA) (<http://www.tellmama.org/>) runs a nationally coordinated project supporting individuals who have experienced anti-Muslim prejudice and Islamophobia whether through a street-based, on-line or institutionally based incident.

Initial findings to a report to be published in July 2013 detailing anti-Muslim Prejudice and Hate shows:

- 632 incidents recoded since March 2012
- 58% of the cases involve female victims
- 2:1 ratio of female victims wearing Islamic clothing to male victims wearing Islamic clothing
- 75% of the perpetrators are male
- 54% of perpetrators are Far Right sympathisers / activists
- 74% of cases were on-line; 26% of cases were off-line
- 5% of victims are White British converts to Islam
- 21-30 is the average age range of perpetrators

Motions were passed at Congress 2013 covering campaigning against the BNP /EDL and opposing Islamophobia. We will update you on the progress of these resolutions.



2.

UCU Annual Congress was held 29-31 May in Brighton, where delegates debated motions, listened intently to speakers and attended the many fringe event organised spanning a range of trade union issues.

A total of 18 motions were debated as part of the Business of the Equality Committee. Motions covered the **Public Sector Equality Duty; Immigration; Violence against Women; Mental Health** and **Reasonable Adjustments**. The full text of equality resolutions can be read [here](#). Motions allocated will be taken forward by the Equality Committee with input from the Equality Unit.

The Equality fringe was held on the last day of Congress and looked at '*Negotiating local equality agreements – best practice and tactics*'. The fringe gave delegates the opportunity to learn from the experiences of members in both FE and HE and how they have progressed and achieved agreements on sexual orientation and gender identity, disability leave, mental health and using equality impact assessments and the importance of sharing good practice.

3. Equality and Employment Rights – Update

Employment Tribunal Rules

The new employment tribunal rules which take effect from claims presented on or after 29 July have been published. UCU will issue further guidance in due course but you can view the new rules [here](#). Further changes to employment rights will appear in the Enterprise and Regulatory Reform Act 2013 which received Royal Assent on April 25 2013.

Public Sector Equality Duty - It's time to make a change – we had success in saving Section 3: The General Duty of the Equality Act 2006 and with your help we can achieve success again!

We fought and won as previously reported the retention of section 3 of the Equality Act 2010. But, we still require your help to pressure your MPs on the Public Sector Equality Duty which is running the risk of being stripped away from the Equality Act 2010.

The Public Sector Equality Duty is the only law designed to tackle institutional discrimination and make sure public services meet everyone's needs. It was a legacy of the Stephen Lawrence Inquiry which found institutional racism in the police was to blame for the botched murder investigation.

The Equality Duty makes sense. We all pay for public services and should all be able to benefit from them, and services that actually meet people's needs are sound economic sense.

But within one year of the Equality Duty coming in to force the Government is reviewing it. We could lose the only law that challenges institutional discrimination and makes public bodies deliver services that meet everyone's needs.

Unions have used the PSED to:

- Narrow the gender pay gap
- Secure more part time work to help women with caring responsibilities
- Ensure changes to a pension scheme didn't disadvantage those with potentially life threatening illnesses
- Help disabled workers secure adjustments in the workplace, and;
- Challenge the unfairness of cuts

You can sign the petition [here](#)

EDM 220 – Public Sector Equality Duty

Labour MP for Ayr Carrick and Cumnock, Sandra Osborn has tabled an **EDM 220** calling on government to Ministers to reaffirm their commitment to the Duty and to supporting public bodies in implementing it effectively.

4. Reports

Austerity and Equality in Multicultural Britain: A UCU one-day Conference

In response to Congress Resolutions 18 '*Austerity and Equality*' and 19 '*Defend multiculturalism oppose Islamophobia and racism. Stop the EDL*' passed at UCU Congress in 2012, a conference was held on Friday 17 May 2013 combining both resolutions.

The conference entitled 'Austerity and Equality in Multicultural Britain' discussed the impact of the Government's cuts and the increase in racism and Islamophobia very often seen during periods of austerity. To support the conference, UCU produced 'Austerity and Equality in Multicultural Britain Equality Campaign Pack' designed to help strengthen individuals, branches and local associations in campaigning, bargaining and negotiating for equality at work and the wider society.

We were pleased to have secured speakers Kay Carberry, TUC Assistant General Secretary, Dr. Debbie Weekes-Bernard, Senior Policy Analyst, Runnymede Trust, Symon Sentain, Chairman of the Stephen Lawrence Charitable Trust, Gargi Bhattacharyya, Professor of Sociology, University of East London and Weyman Bennett, joint national secretary, UAF. Speakers discussed themes such 'the impact of austerity on society', 'defending equality at a time of austerity', 'defending multiculturalism today', 'challenging racism and Islamophobia at local level' and 'the fight back for equality'.

The afternoon session gave participants the opportunity to address issues facing members as a direct result of the Government's austerity measures with a view to formulating an action plan for branches and UCU.

The conference report and the campaign pack can be downloaded [here](#) or, send an email to eqadmin@ucu.org.uk to request a copy.

5. Campaigns

Build the Union: UCU's national recruitment campaign 2012/13

As the cuts bite across the public sector, it's never been more important to build our union. UCU is launching a major recruitment drive over 2012/13 and to support this we've launched a new branch support pack.

Our new branch recruitment support pack contains:

- The UCU recruitment calendar for 2012/13 listing the things that are happening nationally and you should be doing locally to support the campaign
- A new PowerPoint presentation for reps to use in induction meetings with new staff
- Our new set of speakers' notes to accompany the PowerPoint presentation
- A new recruitment leaflet
- To order stocks of these items, please email campaigns@ucu.org.uk



TUC's Campaign Plan

The recently launched TUC's Campaign Plan for the trade union movement sets out a 5-point plan and builds on campaigning initiatives soon to be held around the country.

The plan covers:

1. **Jobs, growth and a new economy** – setting out the TUC's alternative to austerity
2. **Fair pay and a living wage** – all workers are rewarded properly for their work *'Britain needs a pay rise'* including strengthening up of collective bargaining
3. **Good services and decent welfare** – defending public services and the welfare state including a decent and universal welfare state including fair taxes
4. **Respect and a voice at work** – defend workers' and trade union rights and stand ready to move against fresh attacks in particular defend and extend agency worker rights.
5. **Strong unions** – supporting unions to put organising at the heart of all that we do.

The aim of the campaign is to shape political debate, building a stronger fairer society, working to improve decent living standards. There is an alternative to austerity. The TUC's Campaign Plan can be downloaded [here](#)

The TUC are staging a national listening tour, to gather evidence of how government austerity policies are harming ordinary Britons and their communities. Check out events near you, and add your own story online. Visit [austerity uncovered](#) for further information.

6. Guidance

There are a number of new equality agreements and guidance documents that you need to be aware of, these are:

New Joint Agreement for Parental Leave in FE

UCU, along with the Association of Colleges (AoC), Association of Managers in Education (AMiE), Association of Teachers & Lecturers (ATL), GMB, University and College Union (UCU), UNISON and Unite – The Union have updated the joint agreement on parental leave in FE. You can access the full agreement [here](#)

New Guidance on Pre-Employment Health Questions & Disability Leave

Two new pieces of guidance on disability at work have been published by the EHRC and the TUC.

Pre-Employment Health Questions is an EHRC publication that gives guidance to job applicants on section 60 of the Equality Act. Section 60 makes it generally unlawful for an employer to ask questions relating to a potential employees health in advance of making a job offer. You can download the publication [here](#)

UPDATED - Sickness absence and Disability Discrimination

This updated TUC publication is a useful toolkit for trade union negotiators on the issues and the law surrounding sickness and disability absence, covering areas such as when and what should be counted as disability leave, reasonable adjustments, disclosure and includes model agreements. You can download the updated toolkit [here](#)

7. Training

Equality Reps Training

If you have not attended the equality reps training courses then what are you waiting for? These courses are a valuable in understanding why equality is important to us all and why equality must not be seen as an 'add-on', but as an integral part of negotiating, bargaining and organising.

UCU Equality reps and officers will work within branches to promote equality with the employer and union members. This could include looking at issues such as flexible working, absence management, discriminatory practices, equal pay and equality impact assessments. This course will give reps an introduction to the knowledge and skills that they will need to carry out their role.

This course will help you:

- understand the role of the UCU equality rep or equality officer
- ensure equality is embedded within the branch bargaining and organising agenda.
- find out more about discrimination legislation
- improve equality policies and agreements
- find out about good practice and share success stories
- promote equality in the workplace, branch and the union

- develop tools and techniques for raising equality issues
- develop equality networks
- sharpen negotiating skills

This course is delivered as two 1-day sessions. Participants are expected to attend both days. To find out when the next courses are being held, visit our training pages [here](#) or contact UCU Training [here](#) for your regional contacts.

8. Count Yourself In!

UCU is keen to improve the equality monitoring information we have about our membership. It's important to gather this information in order to understand who our members are so our policies and priorities reflect all our members.

UCU encourages institutions to monitor the profile of its workforces and comply with equality legislation such as the Public Sector Equality Duty, and we would like to lead by example. If you believe your information may be incomplete, then **count yourself in** by either emailing membership@ucu.org.uk or calling on 020 7756 2567. The information you provide will be treated in confidence.

9. Equality Publications

Black Members Survival Guide

Firstly, the Black Members Survival Guide (published last year) provides vital information, advice and support for black members to defend their rights at work, progress in their careers and combat discrimination and racism in the workplace. It contains information on union structures, what to do if you are being discriminated against, the law, as well as guidance on applying for jobs and promotion and progression. Download the guide from the UCU Equality Pages [here](#) under Race Resources.

Supporting Members with Mental Health Issues and Conditions

We have produced a new UCU toolkit 'Supporting Members with Mental Health Issues and Conditions. This toolkit aims to help reps in dealing with cases that involve mental health issues and conditions. Launched at Congress, it will shortly be available for download from the website.

Austerity and Equality in Multicultural Britain: Equality Campaign Pack

This campaign pack has been produced to help strengthen you as an individual and your branch or local association in campaigning, bargaining and negotiating for equality at work and the wider society. You can download the pack [here](#)

10. Events

Remembering Suffragette Emily Wilding Davison

Dying for the Vote is an exhibition to commemorate the centenary of suffragette Emily Wilding Davison, in Ewell, Surrey from 7 May to 27 July contact Irene Cockroft at hotshot@blueyonder.co.uk

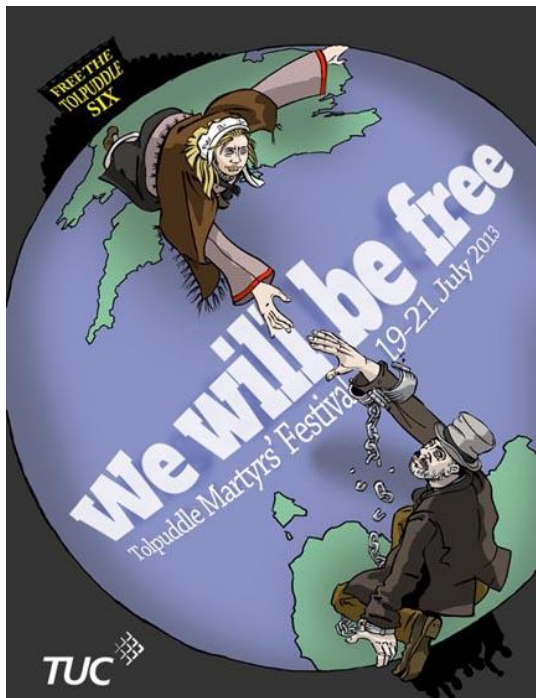
TUC LGBT Annual Equality Conference

The Annual TUC LGBT Equality Conference will be held from 27 – 28 June at the TUC, Congress House, London. There will be a UCU delegation debating motions and networking and this will be the last equality event until the autumn.



Pride 2013

UCU will be present, as in previous years at this year's Pride festival in central London on Saturday 29 June. To find out more about events and activities being organised for Pride, visit London Community Pride [here](#)

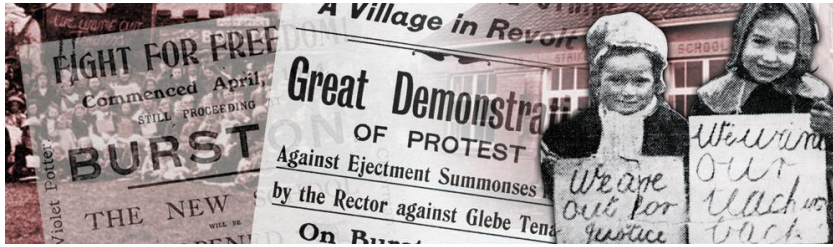


Tolpuddle Martyrs 2013 Festival and Rally
Friday 19th July to Sunday 21st July 2013

The Festival programme for 2013 is fuller than ever. Known for its friendly atmosphere, the event will play host to a mixture of great music for all tastes, political debate and speakers, a tiny village kids' area packed with fun, poetry, drama, a wide choice of food and drink and most of all the chance to meet old friends and make new ones.

The Saturday evening will see the launch of a brand new play telling the Tolpuddle Martyrs' story in drama and song called 'We will be Free'.

On Sunday, Rally Day will have a diverse range of music, stalls and speakers. Frances O'Grady will speak for the first time as the new TUC General Secretary. Billy Bragg will return to finish off the day.



Burston Strike School Rally
2013 - Sunday 1 September

Speakers include Mark Serwotka PCS, Steve Turner Unite with music from Red Flag, Leon Rosselson and Jacob Trio. Further information about the event can be accessed [here](#)

UpRise 2013 festival will be all over Peckham, London on Sunday 29 September note the date!

11. A final word...

As we continue to plan and strategise against the current climate of austerity being delivered by the Coalition government, we would like to thank all UCU members, for taking part in our many requests for submissions to consultations, for being a part of UCU's equality agenda by attending our annual equality conferences and committees, sharing your success stories and in helping to retain Section 3 of the Equality Act 2006. We still have a way to go in achieving a fairer society for all and we urge you to continue to **campaign** with UCU, the wider trade union movement and within your local communities, to **network** and develop networks where they do not exist, to **organise** your workplaces making them stronger and to **negotiate** and **support** all members through fair policies and procedures for all.

We look forward in continuing to work with you in the autumn!
UCU Equality Team