

Reports and Inquiries referred to:

Equality and Human Rights Commission Inquiry into Fairness, Transparency and Diversity in FTSE 350 Board Appointment March 2016

The Forum for sexual orientation and gender identity equality in post-school education report Pride and Prejudice in Education February 2016

University and College Union The experiences of Black and Ethnic Minority Staff in Further and Higher Education February 2016

TUC Disabled Workers and Students in Education March 2015

Members of the UCU Equality Committee include:

Nitin Rajyaguru – UCU Wales Council Equality Officer

Dr Nicola Whitehead – LGBT Representative

Sunray Heap – Women's Representative

Vida Greaux – BME Representative

Members of the Committee can be contacted via: bridgend@ucu.org.uk



The UCU Wales Equality Committee believes that equality should be at the top of the political agenda during the Welsh Assembly Elections.

It has therefore put together four questions for political parties standing candidates in the Welsh Assembly elections, based on recent equality evidence and data.

A recent Independent Inquiry by the Equality and Human Rights Commission established that women continue to be underrepresented at Board Director Level.

How will your Party seek to ensure that Women are represented at every level of the public sector workforce and in Public Appointments?

Over ½ of the Learners and Staff surveyed for the Report 'Pride and Prejudice in Education' stated that no training was provided for staff or learners at their post-school Education Provider on sexual orientation and/or gender.

How will your Party seek address this issue in the post-school education sector in Wales?

Black staff in the Further and Higher Education sector continue to be concentrated in lower grades within the profession. Black staff make up 13% of non-professorial roles and only 7% of the professoriate in Higher Education.

How will your Party work to ensure true diversity across the Further and Higher Education Sector workforce in Wales?

Many staff with disabilities working in the Education sector believe that it is a sector that no longer welcomes and respects disabled staff

What commitments will your Party make to ensuring that staff with disabilities are valued and retained in the Education sector in Wales?