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**This newsletter focuses on UCU's equality priorities.**

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**Five issues for branches to take forward in 2017- 2018. Materials to support these initiatives are available on the equality and participation stall at Congress.**

**1 Parents at Work**

UCU is developing a comprehensive toolkit to support members who are considering becoming parents or are parents. Achieving work and life balance is becoming increasingly difficult as members juggle high workloads, precarious contracts and tight finances.

We need to know what the issues are in your institution. We also want to know if you have managed to improve on the statutory minimums in regard to this area of equality. Women are still discriminated against for pregnancy and motherhood.

Partners and fathers are now experiencing discrimination when asking for shared parental leave. Please help us provide the right guidance by answering the questions below as much as you can. Please return to the Equality and Participation Stall in the Congress foyer. A member of the team can contact you after Congress if we need further information.

**THANK YOU**

1. Does your institution have
  - a) an enhanced maternity leave and pay policy (including adoption leave and pay)
  - b) enhanced shared parental leave policy (if yes, we will get in contact).

Does your institution have policies on other family friendly issues such as surrogacy, breastfeeding, emergency family leave, childcare (if yes, we will get in contact).

2. What are the main issues parents to be or working parents have at your institution?
3. What three improvements would most support worklife balance for working parents?
4. Would you be happy to be contacted?

**Name:** .....

**Branch:** .....

**Contact details (Email and telephone):**

.....

Please return this page to the equality and participation stall in the Foyer

## 2 **Bullying and Harassment at work**

Bullying and harassment ranks the third highest hazard in the education sector at 62%, as reported in the TUC biennial survey of safety reps 2016. This can be worse for those from equality groups and it was evidenced in recent surveys by UCU for Black members, Disabled members, LGBT members and Women members. UCU has updated its guide on challenging bullying and harassment at work to reflect this evidence.

[https://www.ucu.org.uk/media/8365/Challenging-bullying-and-harassment---equality-guide-for-branches-and-reps/pdf/Challenging\\_Bullying\\_and\\_Harassment\\_-\\_An\\_Equality\\_Guide\\_for\\_branches\\_and\\_reps\\_Oct16.pdf](https://www.ucu.org.uk/media/8365/Challenging-bullying-and-harassment---equality-guide-for-branches-and-reps/pdf/Challenging_Bullying_and_Harassment_-_An_Equality_Guide_for_branches_and_reps_Oct16.pdf)

### **A collective issue not just an individual one**

Bullying and harassment are rarely completely isolated, one-off events. While UCU continues to give support to individual members, we will be much more effective if we address the problem at source. That means looking at the institution as a whole to:

- assess what training (if any) managers and staff have received in order to address bullying and harassment in the workplace
- identify who else is being bullied or harassed/the nature of the bullying (related to a protected characteristic)
- address institutional policies to ensure that they are properly enforced, reviewed and monitored to prevent workplace policies from becoming 'compliance' only documents.

In terms of policies, UCU has produced a model policy (with accompanying guidance) for dealing with sexual harassment.

[https://www.ucu.org.uk/media/8373/Dealing-with-sexual-harassment-in-the-workplace/pdf/Dealing\\_with\\_sexual\\_harassment\\_in\\_the\\_workplace\\_guidance\\_Nov\\_2016.pdf](https://www.ucu.org.uk/media/8373/Dealing-with-sexual-harassment-in-the-workplace/pdf/Dealing_with_sexual_harassment_in_the_workplace_guidance_Nov_2016.pdf)

Sexual harassment of staff by other staff and by students is widespread so having effective policies in place helps those that have experienced harassment to understand how they can be supported as well as branch reps supporting individuals. UCU would like branches to:

- discuss the model policy and guidance at a branch committee
- raise it with the employer with the aim of getting a policy in place

- raise awareness amongst members and work with the NUS to make clear 'No harassment here'  
[https://www.ucu.org.uk/media/8364/No-harassment-here-poster/pdf/No\\_harassment\\_photo\\_poster1.pdf](https://www.ucu.org.uk/media/8364/No-harassment-here-poster/pdf/No_harassment_photo_poster1.pdf)

**Please send examples of good practice on all aspects of challenging bullying and harassment to the Equality and Participation team at: [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)**

### **3 Day of Action against Racism**

<https://www.ucu.org.uk/action-against-workplace-racism>

**Since 2015, UCU has been holding a day of action against workplace racism in February/March each year. This is an opportunity for branches to focus on the discrimination and unfair treatment experienced by black members.**

**'...you're really articulate for a black person'**

**'...but where are you REALLY from?'**

**'...although it seems very minor, consistent and persistent misspelling of my name. If you can learn Dostoyevsky...'**

*Extracts from the UCU survey into the experiences of black workers in further and higher education, 2015*

The campaign aims to highlight the issues faced in our workplaces by black workers in the post-16 education sector and to raise the profile and progression of race equality in the union.

#### **Suggested branch activities for the day of action**

- film showings - using the 'Witness' film chronicling the lived experiences of UCU black members
- share the witness statements capturing some of the experiences of UCU's black members
- meetings to promote or discuss the findings of the survey of Black members

- joint meetings with NUS - suggested themes 'Liberate My Degree' or 'Decolonise the Curriculum'
- stalls to distribute the challenging workplace racism pack - posters and leaflets
- promote the Black Voices blog on the UCU website  
<https://www.ucu.org.uk/black-voices>

Branches are also encouraged to use the UCU bargaining guide on tackling workplace racism and to raise the issues identified with employers as an integral part of the collective bargaining agenda.

[https://www.ucu.org.uk/media/8233/pdf/pdf/ucu\\_tacklingworkplac racism\\_bargainingtoolkit\\_jul16.pdf](https://www.ucu.org.uk/media/8233/pdf/pdf/ucu_tacklingworkplac racism_bargainingtoolkit_jul16.pdf)

### Black members' networks

UCU has set up Black member networks in many of our regions, to not only improve the participation of Black members but to ensure issues which are of importance to black members are heard and shared. There have been inaugural meetings in nearly all of the regions. The networks will feed in to UCU structures and to the National Black Members Standing Committee. **If you are interested in what is happening in your region, please contact Chris Nicholas at [CNicholas@ucu.org.uk](mailto:CNicholas@ucu.org.uk)**

## 4 Gender Identity – raising awareness and understanding

The language we use about people and issues can have a powerful impact. Language used about sexual orientation and gender identity continues to develop as there has been increased visibility, awareness and discussion in recent years. This guide sets out provide suggestions about current use of language.

[https://www.ucu.org.uk/media/8602/LGBT-A-Guide-to-Language-in-Use-May-2017/pdf/LGBT\\_\\_language\\_May\\_17.pdf](https://www.ucu.org.uk/media/8602/LGBT-A-Guide-to-Language-in-Use-May-2017/pdf/LGBT__language_May_17.pdf)

UCU has used LGBT as the acronym for its LGBT work. Reflecting the increase in terms used the UCU LGBT Members' Standing Committee is recommending use of LGBT+. It is considered that whilst there is a desire to be inclusive and representative the language is continuing to change so rather than adding any more letters it seems practical to add the + to denote all other non-heterosexual and non-binary identities. There is a motion to

Congress this year, proposing this change. Please come along to the Equality and Participation stall if you want further information or want to discuss.

UCU has produced a guide to gender identity which provides an update on this fast-developing area of equality. This guide provides a picture of where action and thinking around gender identity equality is in 2017. [https://www.ucu.org.uk/media/8600/Guide-to-Gender-Identity-May-17/pdf/Guide\\_to\\_gender\\_identity\\_may\\_17.pdf](https://www.ucu.org.uk/media/8600/Guide-to-Gender-Identity-May-17/pdf/Guide_to_gender_identity_may_17.pdf)

**UCU branches should circulate the new guides to assist members in developing awareness and understanding so that colleagues and students can be included and supported at work regardless of how they define their gender identity.**

In 2016 UCU produced a summarised version of the Forum Pride and Prejudice in Education report  
[https://www.ucu.org.uk/media/8359/Summary-of-Pride-and-Prejudice-in-Education-report-Oct-16/pdf/Summary\\_of\\_Pride\\_and\\_Prejudice\\_in\\_Education\\_report\\_Oct\\_2016.pdf](https://www.ucu.org.uk/media/8359/Summary-of-Pride-and-Prejudice-in-Education-report-Oct-16/pdf/Summary_of_Pride_and_Prejudice_in_Education_report_Oct_2016.pdf)

This report includes recommendations for developing and promoting sexual orientation and gender identity equality in the workplace. This resource can be used to help review and guide action in these equality areas.

UCU has also produced resources for LGBT History Month (February every year) which can support the discussions and raise awareness on sexual orientation and gender identity. This includes a film 'removing the barriers' and a booklet. UCU supports LGBT History Month and encourages branches to organise initiatives which could include displaying the Voices and Visibility wallchart  
<http://lgbthistorymonth.org.uk/wallchart/>

<https://www.ucu.org.uk/article/7871/LGBT-History-Month>

## **Prides 2017**



The national UCU LGBT members standing committee is organising for UCU to coordinate presence at 3 Prides in 2017. These are Birmingham (27-28 May), London (8 July), Black Pride London (9 July) and Manchester (26-28 August). If you can help at any of these Pride events please contact Seth Atkin [satkin@ucu.org.uk](mailto:satkin@ucu.org.uk)

## 5 **Disabled members campaigning toolkit**

UCU campaigns for a better future for all. UCU has produced this campaigning tool based on the TUC's Manifesto for Disability Equality which sets out policies to achieve real equality for disabled people.

[https://www.ucu.org.uk/media/8599/Disabled-Members-Toolkit/pdf/Disabled\\_members\\_toolkit\\_Mar17.pdf](https://www.ucu.org.uk/media/8599/Disabled-Members-Toolkit/pdf/Disabled_members_toolkit_Mar17.pdf)

There are ten million disabled people in Britain. Recent government policies have made many disabled people poorer through a series of changes to benefits and other support, though disabled people have shown inspirational resistance. At the same time, too many employers fail to carry out their legal duty to make the adjustments some disabled people need to work.

Government and some of our media paint a picture of disabled people who need financial support as scroungers. Many people believe them. Unions must challenge this because it is a lie, and it divides us. This manifesto aims to equip union activists with the policies and the arguments to challenge division and campaign for change.

UCU's own survey of disabled members (2015) showed:

### **Members are positive about initially disclosing a disability to the employer, colleagues and students but**

- Once in work there is a lack of information or proactive work by employers on Access to Work and reasonable adjustments. There is lack of awareness, no anticipatory action by employers, delays in or no implementation.
- Members feel disability has worked against them in terms of development and career prospects and has made them more likely to face performance management. Barriers to promotion and capability procedures linked to sick leave were identified as major disability discrimination issues.
- Only a few members had access to disability leave rather than it being recorded as sick leave so many are targeted for performance management and redundancy. Also there is pressure to go part time rather than address the disadvantage.

- A significant group have been undermined by senior colleagues and have experienced unfavourable treatment including bullying.
- In terms of measures to challenge disability discrimination, it is the harder measures that are favoured such as training for senior staff, effective sanctions against perpetrators and improved support for disabled staff, rather than the softer approach of mentoring schemes and disabled staff groups.
- legislative support for the social model would force employers to address disability differently.

## What branches can do!

Trade unions have linked up with organisations led by disabled people to fight for disabled people's rights and equality, and challenge government policies that hit disabled people hardest. Now is the time to step up the resistance, to reach out to fellow workers, to talk to neighbours in our communities, to challenge politicians, to get our messages into local media, and to support disabled people when they take action against cuts or closures.

The guide includes questions about your institutions' policies and the experience of disabled members. Please give any feedback you can so we can support disabled members and reps in their work as effectively as we can.

## In your workplace:

- Organise a discussion on this manifesto for disability equality. Invite a speaker to a meeting to talk about the social model and why UCU supports it. You might have a member who can do this, or ask for someone from the union's disabled members' structures, or union head office; or the TUC regional office for someone from the disability network; or the TUC disabled workers' committee.
- Contact a local disability campaign group and invite them to talk about their activities (and offer to help make it possible for them to attend). Find out how you could support them. Check if they wish to support the manifesto.
- Make full use of UCU's resources on disability equality. [www.ucu.org.uk/equality](http://www.ucu.org.uk/equality)
- Plan how to spread the message among union members. Make use of newsletters and social media.
- Write letters to your local paper on the rights of disabled people. If you know people there, get them to publish an article. Get your views onto their website and online materials.



## In politics:

- If you have links with local political parties, lead a discussion on the manifesto in a party meeting, and invite them to add their names in support.
- Find out what your local politicians think (MP, MEP, councillors). Ask for a meeting and take along the manifesto, persuade them to add their names in support. Persuade them to support local disabled people's campaigns.

## In the community:

- Discuss disability equality wherever you can because it is vital to challenge divisive myths with the truth.

## Supporting you with these campaigns.

### 6 Training with UCU: working together to achieve equality

Reps are supported in progressing equality through the UCU activists training programme. Attending a training course not only gives you the opportunity to increase your knowledge and skills but means you share your experience with other reps. Working together and sharing good and bad practices helps us improve how we take equality forward. If you have agreed to be the equality rep (**A BIG THANK YOU!**) please come along to one of UCU's courses.

UCU runs an extensive training programme for our reps. The courses are held all over the country and include the UCU reps courses, casework, equality reps, health and safety reps and specialist courses such as sexual orientation and gender identity awareness and supporting members with mental health conditions and issues. We also run a course for Black members interested in becoming active in the union.

All UCU courses are designed to ensure that equality issues are address and embedded within each course. For the full range of UCU courses please see our Activist Education Guide which can be found on the training pages of the UCU website at <https://www.ucu.org.uk/training>

**If you are interested in attending any of these courses please check on the UCU website or contact Karen Brooks [training@ucu.org.uk](mailto:training@ucu.org.uk)**

# National news

## a) Gender pay reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, have been published. They only apply to universities and colleges who have 250 or more employees on 31 March of a given year. They apply to specified English authorities in the schedule, specified cross-border authorities and specified non-devolved authorities operating across England, Scotland and Wales. Scottish and Welsh public authorities listed in Schedule 19 of the Equality Act 2010 are subject to their own devolved regulations, which already include gender pay gap reporting.

Any English, Scottish or Welsh public sector employer that is not listed in Schedule 19 of Equality Act 2010 still needs to follow the private and voluntary sector regulations.

The new gender pay gap obligations have been introduced alongside the existing requirements under the Public Sector Equality Duty for specified public bodies, including publishing annual information to demonstrate compliance under the PSED and publishing equality objectives every four years. The deadline for all the publishing requirements have now been streamlined to 30 March 2018.

The Gender Pay Gap reporting requirements must be adhered to but a specified public authority can handle the process as part of their wider PSED work or equality strategy. For example, public authorities can set equality objectives which would help reduce the gender pay gap in their organisation.

Organisations with over 150 employees may already be publishing gender pay gap data under the existing requirement to publish data on its employees.

Gender pay reporting is a different requirement to carrying out an equal pay audit.

Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the **difference in the average pay between all men and women in a workforce**. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

## What are the calculations?

An employer must publish six calculations showing their:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

## What should be done with the calculations?

The results must be published on the employer's website and a government website. They must, where applicable, be confirmed in a written statement by an appropriate person, such as a chief executive.

Employers have the option to provide a narrative with their calculations. This should generally explain the reasons for the results and give details about actions that are being taken to reduce or eliminate the gender pay gap.

- The narrative can say why the results show **challenges**. For example, an employer might explain that their executives get the highest bonuses and most of them are men. Where there is a challenge, employers should consider taking new or faster actions to reduce or eliminate their gender pay gaps.
- The narrative can say why the results show **successes**. For example, an employer might explain that a recent change to their bonus policy has helped provide a much lower bonus gender pay gap.
- The narrative can also be used to show **plans for long-term results**. For example, an employer might want to tackle the underrepresentation of women in their science and engineering roles by running a recruitment campaign for junior roles that particularly encourages women to apply. In the short-term this means more women will be at the starting salaries, which could make the gender pay gap look higher. However, in the longer-term this will balance out and the underrepresentation should be reduced.

**UCU is holding a fringe on Sunday lunchtime to discuss the UCU gender pay campaign, local claims and equal pay audits. Please come along to ensure your branch is part of the campaign to eliminate unfair pay.**

**b) The time for talking is over. Now is the time to act: race in the workplace. The McGregor-Smith review**

An independent review by Baroness McGregor-Smith on issues affecting black and minority ethnic (BME) groups in the workplace was published in February 2017. The Government response was published alongside the review.

The review identified discrimination and bias at every stage of an individual's career, and even before it began:

- In 2015, 1 in 8 of the working age population were from a BME background, yet BME individuals make up only 10% of the workforce and hold only 6% of top management positions;
- The employment rate for ethnic minorities is only 62.8% compared with an employment rate for White workers of 75.6% – a gap of over 12 percentage points. This gap is even worse for some ethnic groups, for instance the employment rate for those from a Pakistani or Bangladeshi background is only 54.9%;
- People with a BME background have an underemployment rate of 15.3% compared with 11.5% for White workers. These people would like to work more hours than they currently do; and
- All BME groups are more likely to be overqualified than White ethnic groups but White employees are more likely to be promoted than all other groups.

The review made 26 recommendations for improvement, and concluded:

*"The time for talking is over. Now is the time to act. It will require concerted and sustained effort from all of us but the solutions are already there, if we only choose to apply them."*

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf)

### **c) Delivering the Prevent duty in a proportionate and fair way.**

EHRC has published a guide for higher education providers in England on how to use equality and human rights law in the context of Prevent.

The Prevent duty applies to relevant higher education bodies. Most higher education providers will also have responsibilities under equality and human rights law.

This guide provides information on relevant equality and human rights requirements to help inform the work of governors and Prevent leads.

Concerns have been raised that the Prevent duty is sometimes being implemented in ways which could:

- undermine the fundamental rights and freedoms of staff and students;
- stifle free speech and academic freedom;
- lead to discrimination and other conduct prohibited by the Equality Act 2010; and
- stigmatise or alienate segments of staff and student populations.

The Prevent duty should be discharged in a sensitive and proportionate way that takes account of the Public Sector Equality Duty (PSED) and the need to maintain open and free speech.

<https://www.equalityhumanrights.com/en/publication-download/delivering-prevent-duty-proportionate-and-fair-way>

# Dates for your diary

## National Equality Conference 2017



Diary  
date

The annual UCU Equality Conference will be held on 23-25 November 2017 in Birmingham. Please look out for further details on the website and through the Friday email in September.

## Equality reps conference 2018



Diary  
date

This year's Equality reps conference will take place on 16<sup>th</sup> February 2018 at UCU Headquarters in London.

## Equality Events throughout the year



Diary  
date

There are lots of ways to raise awareness of equality issues in branches. This can include putting on particular events that celebrate equality such as International Women's Day. These events can also be used to raise serious issues such as to commemorate the Holocaust on Holocaust Memorial Day. UCU holds all our resources and the calendar below shows the key dates in the year. For further information and advice please contact Sharon Russell on [SRussell@ucu.org.uk](mailto:SRussell@ucu.org.uk)

**Equality Calendar – [https://www.ucu.org.uk/media/8141/Equality-Calendar-2016-2017/pdf/UCU\\_Equality\\_Calendar\\_2016-2017.pdf](https://www.ucu.org.uk/media/8141/Equality-Calendar-2016-2017/pdf/UCU_Equality_Calendar_2016-2017.pdf)**

**If your branch has any enhanced agreements on any of these issues, please could you send the details to the Equality team by emailing [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)**

**If you want support in progressing equality locally, please get in touch too. A member of the team would be very happy to advice and support any equality initiatives at local level.**

**For further information on all these issues, please look on the UCU website [www.ucu.org.uk/equality](http://www.ucu.org.uk/equality) or contact [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)**