

Equality and Diversity Information for Staff

"We are committed to achieving equality for all who learn and work in HE. For students, we aim to ensure that all those with the potential to benefit from HE have the opportunity to do so, whatever their background and whenever they need it. We also want ... a demonstrably fair and supportive work environment for their staff."

HEFCE 2006: Our vision for equality in the HE Sector

University Structure for promoting equality

Governing Body

Has ultimate responsibility for ensuring the University meets its statutory obligations.

Equality and Diversity Committee

Chaired by Governor, Dame Janet Trotter, the committee forms and oversees the implementation of relevant policies and procedures.

Equality and Diversity Delivery Group

Chaired by Moira Mitchell, Equality and Diversity Manager, this group works on current priorities to implement policies. Anyone wishing to be an "equality and diversity champion" is welcome to be co-opted to the group.

Working Groups and Task Groups

Time-limited groups established to work in specific areas, for example, a recent group has produced a position paper on Religion and Belief and a current group is working on the University's Sexual Orientation policy.

Consultation Networks and Fora

*Consultation groups have been established in the areas of Disability, Race and Gender work. Further groups will be established in the future.
Anyone is very welcome to get involved.*

University Policy Framework

The University has a range of policies related to Equality and Diversity, all of which can be found on the Equality and Diversity pages of the website:

- Equal Opportunities Policy
- Strategic Plan 2006-10:
- Equality and Diversity supporting document
- Race Equality Scheme (with accompanying Three Year Action Plan)
- Disability Equality Scheme (with accompanying Three Year Action Plan)
- Gender Equality Scheme (with accompanying Three Year Action Plan)
- Dignity at work Policy

Other relevant policies and information (available on the website) include:

- Domestic Leave Policy
- Maternity Policy
- Paternity Policy
- Childcare Vouchers Scheme
- Information for Disabled Staff
- Information on "Two Ticks Positive About Disabled People"
- Information on the Right to Request Flexible Working for Parents with children under the age of 6, or 18 if the child is disabled.
- Guidance for staff on helping students with specific needs is available on the Student Support web pages
- Investors in People

Due to be published in 2008/09:

- University Position Paper on Religion and Belief
- University Position Paper/Policy on Sexual Orientation
- Updated Policy and Information for Disabled Staff
- Updated Dignity at Work Policy

Equality and Diversity Training

The Equality and Diversity Manager runs regular introductory sessions on Equality and Diversity which include a legislative overview, an overview of structures and policies within the University and discussion of case studies. Dates for these sessions can be found in the Staff Development handbook

The Manager of Student Support Services runs regular training sessions for staff on supporting disabled students: *Disabled students –Resources and Responsibilities for all staff*

The Equality & Diversity Manager and the Manager of Student Support Services also offer a bespoke service to engage teams, departments or faculties in conversation about developing and embedding good practice.

Diversity at Work: E-learning Module:

Available on the Staff Development web page this module covers:

- Diversity and equality legislation and recent case law
- General equality and diversity issues
- The issues linked to the wider national picture
- Useful reference and information resources



The screenshot shows a web browser window displaying the Canterbury Christ Church University Staff Development Office website. The page is titled "Online Learning" and features a navigation menu with links for Home, About us, Courses, International, Research, News, Events, Students, and Staffnet. The main content area is divided into four columns: "Diversity at Work", "Professional Development", "Health and Safety", and "ICT Resources". The "Diversity at Work" column contains a list of courses, including "the University Diversity in the Workplace course" and "Making Your Teaching Inclusive". The "Professional Development" column lists courses such as "Written and face to face communications", "Time management", and "Improving your Customer Service". The "Health and Safety" column mentions "Introduction to Health and Safety" and "Risk Assessment, Manual Handling, Workstation Health and Safety". The "ICT Resources" column states that LTEU offers online resources to support the development of IT skills and use of key software. The website also includes a search bar and a "Quicklinks" dropdown menu.

Relevant Legislation

The Race Relations (Amendment) Act 2000:

A "milestone" for race equality in the UK (Equality Challenge Unit).

A three-stranded general duty on institutions to:

- eliminate unlawful discrimination;
- promote equality of opportunity;
- promote good race relations between persons of different racial groups.

The Disability Discrimination Act (DDA) 1995:

Made it illegal to discriminate against disabled people in employment and in the provision of goods, facilities and services.

The Special Educational Needs Act (SENDA) 2001:

Amended the DDA 1995 to cover education providers.
Institutions must make 'reasonable adjustments'

The Disability Discrimination Act (DDA) 2005:

A 'disability equality duty' to actively promote disability equality, 'even where that involves treating disabled persons more favourably than other persons'.

The Equality Act 2006

Three functions:

To create a single Commission: the Equality and Human Rights Commission, replacing the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE) and the Disability Rights Commission (DRC).

To make unlawful (with certain exemptions), discrimination on the grounds of *religion* or *belief* or *sexual orientation* in the provision of goods, facilities and services, the management of premises, education and the exercise of public functions.

To create a duty on public authorities to promote equality of opportunity between men and women and to prohibit sex discrimination in the workplace.

Plus:

The Employment Equality (Sex Discrimination) Regulations 2006 bring the Sexual Discrimination Act in line with other discrimination legislation

The Employment Equality (Age) Regulations 2006 prohibit age discrimination in employment and vocational training

All the Acts above focus on the notion of "**Positive Duty**":

Requires institutions to pre-empt unlawful discrimination before it occurs. This means not simply to avoid doing something, (e.g.. not being racist) but to be proactive in promoting equality (e.g. to take steps to ensure no one will be racist).