

May 2016

This newsletter focuses on recent initiatives to involve all members in equality issues and current activities to progress equality in our workplaces and union practices.

Introduction

The year the National Equality Committee has ensured that equality remains central to the work of the union. This year the committee continued to challenge the attack on employment and equality rights. This included UCU participating in dissemination events on the EHRC Pregnancy and Maternity Research which involved over 3,000 women and 3,000 employers. The EHRC came and spoke about the report to the Equality Conference. UCU has also engaged with the Women and Equality Select Committee contributing to their inquiries on transgender equality and on gender pay. UCU also worked with the TUC on a response to the consultation on gender pay reporting.

The online Equality bargaining pack is being developed and includes guidance on the general tools for equality, understanding the difference in equality in the devolved nations and Northern Ireland and a new guide on negotiating Carers leave. The Public Sector Equality duty toolkit and Equality and Bargaining (toolkit for equality reps) have been updated.

UCU has delivered equality training including the equality reps training, supporting members with mental health conditions and, sexual orientation and gender identity awareness and a new course for Black members new to activism. The day of action against racism was successful in raising awareness of the serious issues facing black members at work. The film 'Witness' in which black members talk about their experiences has become an important tool in furthering our understanding of the impact of racism and discrimination. UCU actively supported the UN anti-racism day on 22 March and Sally Hunt, General Secretary spoke at the rally.

UCU has continued to campaign against anti-semitism. UCU commemorated Holocaust Memorial Day by encouraging branches to hold local events and use

UCU's extensive resources.

UCU continues to influence the ETUCE equality agenda. UCU responded to two ETUCE surveys on equality in unions and action against violence against women. UCU held a successful joint equality conference which focused on cross-cutting issues arising from Congress 2015 motions including bargaining for equality, the European refugee crisis, sustainable working lives, participation in the union and the devolved nations and equality.

Equality Chartermarks

UCU is looking to gather information about the role of Chartermarks in progressing equality. There are a number of Chartermarks in both further and higher education and UCU want to understand the impact on the ground. Chartermarks may show a commitment to equality but is it clearly demonstrated in actual practices and the experiences of members?

You can access the survey by using the link below

<http://www.surveymoz.com/s3/2645416/Chartermark-survey>

The key issues which UCU want to gather information are:

- What Chartermarks does your organisation hold?
- How was UCU involved in achieving, implementing and monitoring the awarding criteria?
- How has the Chartermark impacted on or driven equality priorities?
- What outcomes have been achieved through the Chartermark?
- Has the Chartermark had a positive impact on the culture and practices of the institution?

The findings will be used to draw together evidence with a view to producing a survey report and disseminating best practice to branches. UCU will also be identifying ways to ensure the Chartermarks support and develop equality for members.

The Chartermarks are very different and some new, such as the Race Equality Chartermark in Higher Education so we understand that the information on each may be very different. UCU will be interested in follow up discussions with branches so please indicate if you are willing to do this.

If you have any technical queries please contact Swati Patel on spatel@ucu.org.uk

For other queries please contact Helen Carr on hcarr@ucu.org.uk
We very much welcome your input and hope that you will take part in this survey.

The closing date for the survey is June 30th 2016.

Women and Equalities Select Committee

The Women and Equalities Committee was appointed by the House of Commons on 3 June 2015 to examine the expenditure, administration and policy of the Government Equalities Office (GEO).

The Committee fills “a gap” in previous accountability arrangements - the Minister for Women and Equalities and the GEO will now be held to account by a select committee for the Government’s performance on equalities (gender, age, race, religion or belief, sexual orientation, disability, gender identity, pregnancy and maternity, marriage or civil partnership status) issues.

The Committee have undertaken and completed the following enquiries this year.

a) Gender Pay Inquiry

The report from the Inquiry highlights the lack of effective policy in many of the areas that contribute to the gender pay gap. It finds that the key causes of pay differentials are: the part-time pay penalty; women’s disproportionate responsibility for childcare and other forms of unpaid caring; and the concentration of women in highly feminised, low paid sectors like care, retail and cleaning.

Although the Government has committed to eliminating the 19.2% pay gap within a generation, it has remained at around the same level for the past four years. Women aged over 40 are most affected by the gender pay gap, with women aged 50-59 facing a 27% differential. Evidence suggests that the barriers to well-paid work currently experienced by women over 40 will continue unless action is taken to address the root causes of the gender pay gap.

The report concludes that:

- Supporting men and women to share childcare and other forms of unpaid caring more equally is one of the most effective policy levers in reducing the gender pay gap.
- Many women are trapped in low paid, part-time work below their skill level. This contributes to pay disparities and the under-utilisation of women's skills costs the UK economy up to 2% GDP, around £36 billion.
- Not enough is being done to support women returning to work if they have had time out of the labour market.
- Too little attention has been focused on the situation of women working in low-paid, highly feminised sectors like care, retail and cleaning. Until their rates of pay and progression improve, the gender pay gap will not be eliminated.

There is scope for optimism though. The report finds that attitudes to work and caring are changing. Employers are increasingly recognising that workplaces need to change and that flexible working benefits men and women

UCU Gender Pay campaign

UCU wants an end to pay discrimination in our sectors. Although equal pay legislation has been in place for over 40 years, the gender pay gap in Britain remains among the highest in the European Union. The gap between women and men in full time work is equivalent to men being paid all year, while women work for free after 2 November each year (Fawcett Society)

In Higher Education, for all academics the overall pay gap is 12.6% but it is much wider in many institutions. In Further Education, in England we know that in 132 colleges men are paid on average £1000 more than women.

UCU's campaign focuses on action for branches such as undertaking equal pay audits and action for individual women members as UCU wants to identify potential equal pay cases. Equal Pay briefings are being set up in regions to take place in June. Further details to follow.

Contact Dave Ratchford DRatchford@ucu.org.uk or Charlotte Nielsen CNielson@ucu.org.uk

https://www.ucu.org.uk/media/7871/Gender-pay-briefing-Feb-16/pdf/Gender_pay_briefing_0216.pdf

b) Gender Identity Equality

In July 2015 the House of Commons Women and Equalities Committee launched an inquiry into Transgender Equality across the UK.

Included in the scope of the inquiry were use of language to talk about gender identity, experiences of gender dysphoria and gender reassignment, service provision for trans people particularly within the NHS and education, employment issues, transphobia in all forms and areas, and changes in these areas since the Equality Act 2010. UCU supported the Forum for Sexual Orientation and Gender Identity Equality in the submission of a response based on findings from sector projects, research and reports.

The overall message about post school education from the inquiry was that further education is considered more hostile than HE, learners face bullying and / or harassment including threats, intimidation and physical assault. A significant impact of this experience of transphobia is a relatively high number of learners considering dropping out of their course. These findings are also supported by a survey undertaken about perceptions and experiences of sexual orientation and gender identity equality in F and HE by the Forum led by partners ECU, NIACE, NUS and UCU (<https://sgforum.org.uk/wp-content/uploads/2016/02/Pride-and-Prejudice-in-Education-report.pdf>)

Other issues highlighted included the binary gendering of various things including toilets, activities, sports and forms. Different generational understandings of gender identity were noted, with a marked shift away from binary identities since the Equality Act 2010 which was limited to gender reassignment. UCU has responded to this shift in the understanding of gender identity by providing option to identify outside the binary of male and female, for example by providing an option of 'other' on the membership form.

Lack of awareness around gender identity including lack of specific training was identified as a particular issue in the House of Commons and the Forum reports with impact being experienced in various areas including careers advice, registry, and security. This lack of awareness and training was also identified in prisons where there was found to be considerable difficulties faced by people in relation to gender identification.

Guidance about gender identity including issues related to prison education is being developed within UCU for use in branches.

The committee stated that the extent of bullying is unacceptable recommending that the Secretary of State for Skills should hold meetings to identify and plan actions with both H and FE provider organisations. It was specified that all HE and FE staff receive specific gender identity awareness training. Promotion of gender identity equality within all organisations was also recommended. UCU provides training for reps on sexual orientation and gender identity equality, the next being in Manchester on 7th June

<https://www.ucu.org.uk/article/7533/Sexual-orientation--gender-identity>.

What's next

The Women's and Equality Committee has investigated (but yet to report) on Pregnancy and Maternity Discrimination and Employment Opportunities for Muslims in the UK. Sexual harassment and sexual violence in schools is currently being undertaken.

The Pregnancy and Maternity Discrimination Inquiry is a response to the huge survey the Equality and Human Rights Commission and the Department for Business, Innovation and Skills undertook last year which found that 3 out of 4 mothers said they had a negative or possibly discriminatory experience during pregnancy, maternity leave and on their return from maternity leave.

<https://www.gov.uk/government/publications/pregnancy-and-maternity-related-discrimination-and-disadvantage-final-reports>

UCU will be prioritising parents rights at work next term and will ensure members understand their rights and key issues that branches should raise with their institution.

Shared Parental Leave – one year on

Fathers are not taking advantage of rules that allow them to share leave with their partners. Fewer than 1% of UK men have taken time off work to spend with their new baby – largely due to money.

Shared parental leave (SPL) was introduced on 5 April 2015 to give parents more choice and flexibility in caring for their children during the first 12 months after their birth. Parents can split 52 weeks' leave, receiving some payment for 39 of those weeks. That is on top of the two weeks' statutory paternity leave available to fathers.

With statutory pay set at a maximum of £139.58 a week, 80% of employees surveyed said a decision to share leave would depend on finances and whether their employer paid more than obliged to.

Research by My Family Care found that concerns over career progression were a factor for many, with half of men saying they thought taking leave was perceived negatively at work and 55% of mothers questioned said they did not want to share their leave.

Only 40% of individuals said shared parental leave was encouraged by their employer, although almost half of businesses said they offered enhanced pay in line with what they offered employees taking maternity leave.

A Government assessment suggested 285,000 working fathers would be eligible to take the leave, but only 2% to 8% would actually do so. This compares with about nine in 10 fathers in Sweden and Norway, where between 80% and 100% of their earnings are replaced while they are on leave.

The TUC general secretary, Frances O'Grady has said "Take up has been very low and TUC research shows as many as two in five new fathers are ineligible for shared parental leave, as their partners are not in paid work or they fail to meet the qualifying conditions.

"If the government is serious about men playing a more active role after their child is born, they must increase statutory pay and give all new dads a right to some independent parental leave that is not shared with their partners." It is important to remember that maternity leave is also a time for the mother to recover from birth and going back to work too early could be detrimental.

The Department for Business, Innovation and Skills said: "Shared parental leave is provided to help mothers who want to return to work early share responsibility for the care of her child with the father or partner. There are many factors that affect a couple's decision on how childcare should be managed and by whom. Takeup is likely to be higher in organisations that offer pay above the statutory minimum. We will evaluate the policy by 2018."

UCU has produced a briefing on shared parental leave.

https://www.ucu.org.uk/media/7287/Shared-parental-leave-guidance-spring-2015/pdf/Shared_parental_leave_guidance_spring_15.pdf

If you have a personal experience of using shared parental leave or have a good local agreement, please contact: Charlotte Nielsen on CNielsen@ucu.org.uk

Sexual harassment at work

Following a motion submitted to Congress in May 2014, UCU undertook a Survey of its women members on the topic of sexual harassment in the workplace. There were 1,953 respondents. All but three were women. Altogether 1,046 respondents (54% of the total 1,953) reported personal experience of some form of sexual harassment at work.

The most common form of sexual harassment (experienced by 57%) was in relation to unwelcome or derogatory comments about their appearance or clothing. This was followed by leering and suggestive gestures and remarks (42%) and physical contact such as the invasion of personal space and unnecessary touching (38%). The least common forms of sexual harassment were in relation to offensive comments via social media (experienced by 9%) and sexual assault (2%).

Two-thirds (66%) of respondents reported having been sexually harassed by a colleague, while just over a quarter (27%) by a student.

The main effects of sexual harassment were in relation to its impact on relationships with colleagues, loss of confidence and self-esteem, anxiety, and irritability. In addition, respondents described a range of other effects of sexual harassment, including anger and embarrassment. However, others said that the experience had had *no* effect on them and / or that they had tackled the issue assertively.

Occasionally, respondents cited serious effects on their mental health (including the development of PTSD and anorexia). Others talked about making significant changes to their own behaviour, for example, changing their routines to avoid a particular individual, working from home as much as possible, and changing the way they dressed or the colour of their hair.

When asked how they felt about raising their concerns, respondents often talked about their anxiety at becoming involved in a process of reporting such behaviour, whether formally or informally. A fear of the potential consequences was generally given as the main reason for their anxiety, with some highlighting worries about job security or professional standing, and about their future relationship with colleagues. Respondents also often expressed a lack of faith in the procedural system.

The actions taken by, or on behalf of respondents included: formal disciplinary proceedings against the perpetrator; employment tribunals; informal / private discussions with the perpetrator (often undertaken by a manager); the

requirement for the perpetrator to apologise or attend 'equality and diversity training'; the removal of the perpetrator from the respondent's course assessment committee; changes in office sharing arrangements; and changes in job responsibilities.

Some respondents were told they were over-reacting and advised 'not to make a fuss'. Within this group, some said that action was only taken after they insisted. Most respondents (89%) said they had not contacted the union in relation to their experience of sexual harassment. Among the small numbers who had, there were divided views about the helpfulness of the union.

Respondents gave several reasons for *not* involving the union. These included that: the respondent was not a member at the time; there was no union representation at their organisation; the respondent did not think the matter was serious enough; the respondent lacked confidence in how the union might deal with the issue, including in relation to confidentiality; or the respondent was concerned about the possible consequences (e.g. for ongoing work relationships and career prospects).

Respondents made a range of suggestions. Those mentioned most often were to: (i) raise awareness of the issue; (ii) provide support to people suffering from sexual harassment; (iii) take action to ensure that all workplaces have policies on sexual harassment, and that that policy is monitored; and (iv) provide training to staff and managers in recognising and responding to sexual harassment.

The National Women's Committee has responded swiftly to the survey and there is a new course for reps on dealing with sexual harassment beginning in the autumn. There will also be new guidance for women and for branches. For further information about the training contact Karen Brooks training@ucu.org.uk and for policy advice contact Charlotte Nielsen on CNielsen@ucu.org.uk

Changes to Tier 2 Visa

To enter or stay in the UK as a skilled worker, non EU migrants must have a Tier 2 visa. To qualify you must have been offered a job in the UK and have held at least £945 in a bank account for 90 days. Any job must pay at least £20,800 but the Government is considering raising this to £30,000. There are exemptions to this threshold.

Employees must get a certificate of sponsorship from their employer which costs between £536 and £1,476 and there is a £200 annual charge for healthcare. Tier

2 visa holders can only stay in the UK for maximum of 6 years.

Up until 6 April this year, Tier 2 visa holders could apply for 'indefinite leave to remain' after five years. Now, only those who earn £35,000 a year will be able to apply. There is a temporary exemption for PhD level jobs and the new rules do not apply to Tier 2 visa holders who entered the country before 5 April 2011.

You can apply for 'indefinite leave to remain' if you have been living in the UK legally for 10 continuous years. There is no salary threshold. This could be the case if you entered the UK as a student and moved directly into skilled work. There are clear guidelines on what 'continuous' means.

UCU monitors the impact of visa requirements on members. If you have been affected by the changes or your branch is campaigning on these issues, such as the health charges, please contact Chris Nicholas on CNicholas@ucu.org.uk

https://www.ucu.org.uk/media/8122/Points-based-immigration-UCU-guidance-2013/pdf/pdi_guidanceforbranches_may13_1.pdf

Day of action against racism

UCU's first Day of Action Against Workplace Racism was held on the 10th February this year. The materials produced for the day included a summary report of the survey into the experiences of black members alongside a film entitled 'witness' which chronicled the experiences of black members in FE and HE.

There were many events across the country including at: University of Essex, Leeds, Kingston, Newcastle, Queen Mary, Liverpool (joint university/college event in the city), Manchester (joint event), Brunel, St Andrews, Birmingham, Birmingham City University, Halesowen College, Nottingham Trent, Anglia Ruskin, University of Central Lancashire, Lambeth College, East Kent College, Hackney College and Tower Hamlets.

The feedback received thus far has been overwhelmingly positive. Showings of the film in particular have elicited strong responses with a keenness to undertake further initiatives.

The National Black Members Standing Committee have already started planning for next year's day of action. If you want to contribute any ideas or initiatives to take the campaign forward, please contact Chris Nicholas - CNicholas@ucu.org.uk

Black members' networks

UCU is setting up Black member networks in all 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**

Equality training

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. In the autumn we are launching a course for reps on supporting members experiencing sexual harassment.

If you are interested in attending any of these courses please check on the UCU website or contact Karen Brooks training@ucu.org.uk

UCU LGBT Research conference:

'As good as you does not mean the same as you!': Finding space for diversity within an equality framework' – Academics and Activists conference focusing on Sexual Orientation and Gender Identity issues and / or LGBTQI+ lives.

UCU is committed to supporting and promoting LGBT research work. This commitment has been expressed in a number of motions put to UCU Congress and sector conferences. Of particular concern has been that pressure to raise income from research in Higher Education will mean that academics are pressurised to move away from marginalised LGBT research in favour of other more financially lucrative areas. An LGBT research conference for academics and activists to present their work has been a central part of action arising from this commitment and subsequent motions.

The 3rd UCU organised activists and academics LGBT research conference took place in Manchester in 2015. This peer reviewed conference followed a similar

format to those held in 2008 and 2012. A total 14 papers were presented with subjects including experience in F and HE, LGBT+ in the curriculum, LGBT+ identities, international issues, families, health and care. The connecting theme was issues of difference to established norms and the impact of this difference in the presented contexts.

The day was organised into two whole group sessions, and two seminar sessions. One whole group session was with the main speaker Amelia Lee from LGBT Youth North West (now the Proud Trust), and the other was a plenary with three presentations focused on LGBTQI+ experience in post school education. The seminar sessions included presentations of 11 papers in panels of 2 or 3 people on related themes. 36 UCU members attended the conference. For further information please contact Seth Atkin SAtkin@ucu.org.uk

New Publications

The equality and participation unit have produced a number of web based equality tools for branches which are available at www.ucu.org.uk/equality

Tools for equality: your general bargaining tools for equality which you can use to support any equality bargaining.

Devolved nations and Northern Ireland: understanding the difference in equality law

Public Sector equality duty toolkit: updated autumn 2015

Equality reps toolkit: what all equality reps need to know about their role (available June 2016)

Gender identity - Awareness and Actions for Equality:

The purpose of this guide is to raise awareness about gender identity, including gender reassignment, and to identify actions that employers can take to promote and advance gender identity equality.

Other publications:

***NEW* Witness: UCU black members experiences at work.**

UCU has produced a film about Black member's experiences in the union and in the workplace.

***NEW* Voices and Visibility: Uncovering hidden histories wallchart**

The wallchart has been produced by the Forum for Sexual Orientation and Gender Identity Equality in Further and Higher Education and a group of trade unions including UCU in association with Lesbian, Gay, Bisexual and Trans (LGBT) History Month. Centred on the United Kingdom, it highlights important legal milestones and identifies visible and significant contributions made by individuals, groups and particularly the labour movement.

The aim has been to produce a resource to support those raising awareness of sexual orientation and gender identity equality and diversity. The development of online articles leading from the wallchart is ongoing. You can download the wallchart from

<http://lgbthistorymonth.org.uk/wallchart/>

***NEW* Caring for the Carers: A UCU guide for members and reps**

A new guide will be launched in May aimed at giving support to an estimated 315,000 working age Carers in the UK. 'Caring for the Carers: A UCU guide for members and reps', gives an overview of the issues facing working carers, their rights at work and how branches and local associations can offer support to members who may have difficulty in managing their caring responsibilities with work responsibilities.

Updated: Enabling not disabling

This comprehensive guide to disability rights at work has been updated.

https://www.ucu.org.uk/media/1625/Enabling-not-disabling-UCU-Nov-15/pdf/ucu_enablingnotdisabling_nov15.pdf

Getting involved

Ensuring that all members are visible and able to participate in the union is vital for an effective and inclusive union. To help support this priority, a guide to participation and improving participation will be launched in the autumn. This will cover how to get involved at local, regional and national levels of UCU. For further information please contact Helen Carr at hcarr@ucu.org.uk

If your branch has good practice to share or if you have found increasing participation challenging due to pressures which prevent this, please get in touch as we want the guide to reflect actual experiences and solutions. Please contact Helen Carr hcarr@ucu.org.uk

One of the many ways to improve knowledge of the union and increase skills and experience is to get involved in national activities. The UCU website has an events page which will tell you about any conferences or activities that UCU is organising. Getting involved in the equality structures will help you gain confidence in a supportive atmosphere.

The UCU Equality Conference is held each year in November. The current format is for the conference to include four separate sessions for Black members; Disabled members, LGBT members and Women members. During those sessions, the Conference will elect members to the four national equality standing committees.

These are:

- Black Members Standing Committee (BMSC)
- Disabled Members Standing Committee (DMSC)
- LGBT Members Standing Committee (LGBTMSC)
- Women Members Standing Committee (WMSC)

There are 12 members of the BMSC, DMSC and LGBTMSC and 15 members of the WMSC.

The main objectives of each Committee is to advise and make recommendations to the National Executive Committee of the union on issues specific to the members whom they represent.

For example:

- The WMSC is advising the NEC on the impact of sexual harassment at work
- The DMSC has advised the NEC on reasonable adjustments at work for disabled workers

- The BMSC is advising the NEC on actions and initiatives that will ensure Black members are visible in all aspects of the union's work including establishing regional networks.
- The LGBTMSC has advised the NEC on the issues for LGBT staff working abroad.

The Committees also plan the agenda for their conference every year and also participate in the TUC National Equality conferences. The Committees can also put motions to Congress and the sector conferences which ensures the issues facing equality groups are visible in our core campaigns and policies. Members of the Committees are also encouraged to participate in their branches and regions so equality knowledge and expertise is shared across the union.

To be on the Committees, you must self-identify as belonging to that equality group. For example, to be on the DMSC, you must self-identify as a disabled worker. All levels of experience of being active in the union are welcome as the Committees provide support and guidance to all members, working together collectively.

To find out more, please contact a member of the Equality and Participation team who would be happy to speak to you. Please email: eqadmin@ucuc.org.uk

The annual young members' conference is open to any member aged 35 or under. The conference does not have decision making powers and is non-resolutionary but aims to bring younger members together and showcase campaign work and resources available. For further information contact Patrick Moule PMoule@ucu.org.uk

UCU Congress Equality Fringe events

Come along to our fringes if you are attending Congress or visit the stall.

Access to education and equality – the key to a secure future for all refugees



Diary
date

The current refugee crisis is the worst Europe has faced since the Second World War. Millions are seeking safety but are facing hardship, fear, hostility and racism including islamophobia. Disabled refugees, LGBT refugees, Women refugees and young and older refugees all face additional challenges. Refugees have little or no access to any education opportunities. This fringe focuses on equality issues and access to education and what other organisations and UCU can do to support.

Ending the Gender Pay gap – UCU campaigning for equality

UCU has launched its gender pay campaign, determined to eradicate the pay gap in further and higher education. This fringe is an opportunity to learn more about the national context and UCU's campaign. Come along to share experiences, strategies and ask questions. UCU branches are raising gender pay as a collective issue and UCU is also identifying potential individual cases. Professor Elizabeth Schaffer will share her experience of taking a successful equal pay case supported by UCU.

National Equality Conference 2016



Diary
date

The annual UCU Equality Conference will be held on 1- 3 December in Birmingham. Please look out for further details on the website and through the Friday email in September.

Prides 2016



The national UCU LGBT members committee is organising for UCU to coordinate presence at 3 Prides in 2016. Selected because of the number of people and relative high level of commitment required these are Birmingham (28th May), London (25th June) and Manchester (27th and 28th August). If you can help at any of these Pride events please contact Seth Atkin satkin@ucu.org.uk

Equality Events throughout the year



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. The 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

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

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 or contact eqadmin@ucu.org.uk