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Welcome to the first edition of **Equality Extra**, an electronic newsletter for everyone in UCU concerned about equality.

Equality Extras will be produced regularly (at least monthly) and complements the printed bimonthly **Equality News**, which will be sent to all branches and equality activists. The first edition of Equality News is at the printers now.

Equality will be at the heart of everything UCU seeks to do – for members and in further and higher education as a whole. If you have ideas for either of these publications please let us know.

## Equal Pay

Colleagues reading this will probably know that government figures released last year suggested that the average pay gap between men and women across all sectors was 18%.

We've been trying to do some research on career pay gaps: for which the most useful figures aren't those produced by the employers' organisations (who tend to compare full-time staff) but pension settlements at retirement (which show the effects of career gaps, part-time working to juggle childcare, the effects of casualisation and the hourly-paid contract).

In Higher Education in 2001 (the most recent figures we have) the average male lecturer received a pension settlement 23.7% higher than the average woman (if retiring at 65). The gap was 30.5% if you compared people retiring pre-65. In Further Education at the

same point, the gap was greater - either 78% (retiring at age) or 69% (retiring early).

We don't have more recent figures for HE, but there are more recent figures for FE in 2004: by which time the gap was 57% - i.e. the average male career lecturer would expect a pension of £9000 as against £5700 for a woman.

All the more reason to maintain UCU's pressure for equality audits in all pay arrangements in FE and HE

Further reading

### **Equality for Women**

[www.natfhe.org.uk/?id=738&entityType=Document](http://www.natfhe.org.uk/?id=738&entityType=Document)

### **Equality News**

[www.natfhe.org.uk/?id=EqNews](http://www.natfhe.org.uk/?id=EqNews)

### **Equality Publications**

[www.natfhe.org.uk/?id=pubseqop](http://www.natfhe.org.uk/?id=pubseqop)

## Implementing the new DDA

With this email, we are also publishing the latest guidance from UCU on implementing the new disability equality duty. This can be found at:

[www.ucu.org.uk/media/pdf/0/t/ded\\_guidance\\_1.pdf](http://www.ucu.org.uk/media/pdf/0/t/ded_guidance_1.pdf)

There are many positive features of the new legislation: it sees the employer's duty as one that relates collectively to all disabled staff, there are specific obligations to monitor, and to take positive action steps. Best of all, the law requires institutions to 'actively involve' disabled people in setting up disability equality policies and action schemes and to monitor their effectiveness. Active involvement, the DRC makes clear, means more than 'consult'.

Together with our sister union UNISON, NATFHE was recently successful in a bid to recruit a full-time project worker to assist branches who are in the process of setting up disabled members' groups. Although that project has been funded primarily for FE, we are hoping to use the skills and techniques developed through the project to support our disabled members in higher education also.

You can contact **Sian Davies**, disability equality organiser at Floor 2, Mabledon Place, London WC1H 9AJ or alternatively email [s.davis@unison.co.uk](mailto:s.davis@unison.co.uk)

## Adult education cuts raise equality concerns

UCU has raised serious concerns that plans by the government, the learning and Skills Council, and individual colleges to slash adult education services in many parts of the country may be in breach of both current and imminent equality legislation. In particular UCU has concerns that no account has been taken of:

- ◆ The need for race impact assessments of such proposals
- ◆ The age discrimination implications of such proposals
- ◆ The disability discrimination impact of such proposals
- ◆ The likely gender impact of such proposals

These cuts will have a devastating impact on adult education services and already major campaigns are underway in numerous places such as Gateshead and Merseyside which deserve the support of all UCU members. More information on these cuts from:

[www.ucu.org.uk/media/pdf/9/t/ageregs\\_guidance\\_1.pdf](http://www.ucu.org.uk/media/pdf/9/t/ageregs_guidance_1.pdf)

[www.ucu.org.uk/media/pdf/0/t/ded\\_guidance\\_1.pdf](http://www.ucu.org.uk/media/pdf/0/t/ded_guidance_1.pdf)

## No place for a child?

Why are refugee children being detained in UK prisons? Save the Children have just published a new report: *No place for a child*, which documents this abuse, and calls for it to end:

[www.savethechildren.org.uk/scuk/jsp/resources/details.jsp?id=2560&group=resources&section=publication&subsection=details](http://www.savethechildren.org.uk/scuk/jsp/resources/details.jsp?id=2560&group=resources&section=publication&subsection=details)

## Homophobia in promotions?

The *Times Higher* (26 May) recently ran an important story that LGBT staff are being denied access to promotions; NATFHE's own research, to be published shortly, suggests that relatively few of our LGBT members are confident about being out at work, with significant barriers remaining in the form of senior managers and students. We will report with full details as soon as the report is ready. The report follows on earlier work undertaken for the AUT which can be found at:

[www.aut.org.uk/media/pdf/lgbpilotstudy.pdf](http://www.aut.org.uk/media/pdf/lgbpilotstudy.pdf)

## Age Regulations guidance

UCU has just published guidance on the new Employment Equality (Age) regulations which come into force on October 1<sup>st</sup> 2006. The guidance can be downloaded at:

[http://www.ucu.org.uk/media/pdf/9/t/ageregs\\_guidance\\_1.pdf](http://www.ucu.org.uk/media/pdf/9/t/ageregs_guidance_1.pdf)

## Imperial College IT professional fights extradition to US

On 11 July Babar Ahmad, an IT professional member of staff from Imperial College London, is challenging his extradition in the High Court. Babar is facing extradition under a treaty that allows British citizens to be extradited without presentation of the case against them.

Babar has been in prison since August 2004 and faces no charges in this country. He has been a prominent campaigner against the Iraq war and his supporters believe that he has been targeted due to this and that this case sets another dubious precedent for ethnic minority activists. A range of trade unionists have expressed concern over his case. If you would like to join the campaign to stop his extradition please go to <http://www.freebabarahmad.com/>

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## Equality in the new union

In the new union whilst there will be some new structures, and we hope an even better focus on equality, many of the policies and support for members will be the same or similar. One area which will change is the union's equality structures. After a transitional year (which ends in June 2007), the new union will have four equality conferences each year: one for women members, one for black members, one for LGBT members, and one for disabled members. These conferences will elect committees, and there will also be an equality committee of UCU's national executive.

In the transitional year there will be an equality committee but this won't meet until September. The email networks many of you are members of will continue, and we hope to have increased training on equality issues during the year.

## Get in touch

To contact the Equality Unit for more information about anything in this email newsletter or to submit any items for future messages please write to Head Office, ring 020-7837-3636 ext 3225 (Kate) or 3227 (Pauline) or e-mail [kheasman@ucu.org.uk](mailto:kheasman@ucu.org.uk), [cnicholas@ucu.org.uk](mailto:cnicholas@ucu.org.uk) or [pbartlett@ucu.org.uk](mailto:pbartlett@ucu.org.uk); [cnielsen@ucu.org.uk](mailto:cnielsen@ucu.org.uk).

## Email newsletter

This email is being sent to all UCU local branches and associations and to members of UCU who've given us their email addresses. We plan to send out periodic updates with the latest developments in equality organising and the law. We have an interactive equality discussion list which people can join by sending an email to [NATFHE\\_EQUALITY@yahoo.co.uk](mailto:NATFHE_EQUALITY@yahoo.co.uk).

UCU also has particular lists and discussion groups for people interested in organising around race, gender and disability equality and equality for lesbian, gay, bisexual and transgender (LGBT) people. To join one of those lists, please contact UCU equality official Kate Heasman: [kheasman@ucu.org.uk](mailto:kheasman@ucu.org.uk). If you'd not like to receive these occasional emails in future, again please let us know.

## The UCU equality team is:

Kate Heasman	Head of Equality Unit
Pauline Bartlett	Administrator (job share)
Tracie Coals	Administrator (job share)
Charlotte Nielsen	Policy Officer – Equal Opportunities
Chris Nicholas	Equality Organiser (Race)

[kheasman@ucu.org.uk](mailto:kheasman@ucu.org.uk)  
[pbartlett@ucu.org.uk](mailto:pbartlett@ucu.org.uk)  
[tcoals@ucu.org.uk](mailto:tcoals@ucu.org.uk)  
[cnielsen@ucu.org.uk](mailto:cnielsen@ucu.org.uk)  
[cnicholas@ucu.org.uk](mailto:cnicholas@ucu.org.uk)

With  
Roger Kline                      Head of Equality and Employment Rights  
Sharon Russell                 Administrator

[rkline@ucu.org.uk](mailto:rkline@ucu.org.uk)  
[srussell@ucu.org.uk](mailto:srussell@ucu.org.uk)