DEVELOPMENT OF UCU EQUALITY SCHEME

BRIEFING FOR UCU MEMBERS, JUNE 2009

Introduction

The NEC has set up a steering group to oversee the development and implementation of UCU's equality scheme.

UCU is not legally obliged to produce an equality scheme. The union is doing this because it is an important way to demonstrate and articulate our commitment to equality.

This is an exciting and innovative project which will give UCU a systematic way to measure and celebrate our success in achieving equality in the workplace and to identify areas for improvement. It will provide the tools for members, branches, regions and staff to embed equality within our bargaining and campaigning work.

Key principles for the development of the scheme

1. UCU will develop a three year equality scheme 2010-2013.

2. The scheme will be comprehensive in scope going beyond the current public sector duties. It will cover all equality areas: age, disability, gender, sexual orientation, race, national origin, religion or belief, gender identity. It will also cover casualisation and the equality impact of the use of fixed-term and part-time contracts.

3. The scheme will be outcome driven; with practical, realistic and challenging action plans.

4. Outcomes will be linked to the union's bargaining and organising agenda outlined in the National Organising Plan.

5. The scheme will be developed with the active involvement of all UCU members and staff.

6. The scheme will contain agreed mechanisms for monitoring and review.

7. The scheme should not be a snap shot at a particular moment. This should be an evolving process.

Next steps

The steering group is now consulting on the draft key principles of the scheme.

A scheme framework will then be drawn up with outline objectives. All UCU regions, functions and departments will be asked to translate the objectives into a challenging but realistic action plan.

The intention is to bring the draft scheme to Congress 2010 for approval.

Your views

Do you agree with the key principles?

Are there any other principles you would like to add?

How would you like your branch and region to be involved in the development of the scheme?