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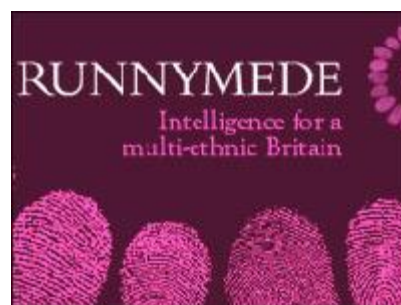
1. Annual Equality Conferences 2011

The dates have now been set for UCU's Autumn Equality Conferences. They are an excellent opportunity to meet other UCU members, discuss key equality issues and help influence policy for UCU on each of the equality strands. Seats on the four Equality Standing Committees will also be elected at the conferences. Watch out for the calling notice at the start of September that will contain details on how to attend. Here are the dates to keep free if you are interested:

- Women Members' Annual Conference - Friday 9th November 2012
- LGBT Members' Annual Conference - Saturday 10th November 2012
- Black Members' Annual Conference - Friday 16th November 2012
- Disabled Members' Annual Conference - Friday 23rd November 2012

2. Runnymede equality survey

Britain's largest independent race equality think-tank Runnymede has been commissioned by UCU, TUC, Unison, Unite, NASUWT, and PCS, to run a survey that gathers information on the impact that public service reform is having on equality in the workforce. It aims to provide a snapshot of the makeup of the public sector workforce in 2010 and in 2012. Emerging research suggests that the cuts will not affect all public sector workers equally. It is crucial that we are aware of, and gather information relating to how the cuts are affecting workers from marginalised groups. **The survey will close on 28 September 2012.**



We are asking branch representatives to gather information on how the cuts are affecting people in their institution, and to share the information through the online survey that Runnymede have set up at the following location:

www.runnymedetrust.org/in-this-together

In order to fill out the survey, you will need to obtain the monitoring information that your employer holds on the makeup of the workforce in 2010 and 2012

You can use the following model letter to request information:

http://www.runnymedetrust.org/uploads/Letter%20to%20employers_Online%20Guide.docx

Your employer may not have all the information listed in the categories above but try to collect as much information as possible. If your employer does not have data from the months in the years that we have identified, please use data from any period in 2010 and the most recent data that you can find to fill out the survey. Until recently public authorities were required to undertake equality monitoring and publish the information annually so it is likely that your employer has the information you need to complete the survey.

Formally request the data from your employer through your negotiation machinery. Explain why you want the information, what it will be used for and set a reasonable deadline for receiving the information. Follow up this request in writing to the Head of Human Resources or the manager who has responsibility for workforce data.

Once you have all the information on your workforce from 2010 and 2012, fill in the survey at <http://rminsight.co.uk/surveys/runnymede/>

If you wish to discuss further please contact Helen Hcarr@ucu.org.uk or James jtaylor@ucu.org.uk

Over the page you can find a printable flyer for the survey.

In this together?

Counting the equality costs of public service reform

Current cuts to government spending will have a significant impact on public services and the workforce employed to deliver them. Emerging research suggests that these cuts will not affect all public sector workers equally. It is crucial that we are alert to how these cuts are affecting all workers, and in particular workers from marginalised groups.

Runnymede, in partnership with TUC, Unison, Unite, NASUWT, UCU and PCS, has developed this project to monitor public service reform so we can begin to map the equality impact on workers.



The survey

As part of this project Runnymede has developed a survey to gather information on the impact public service reform is having on equality. We will use the information to map the impact of the cuts on minority ethnic groups and those from other protected characteristics.

How to get involved

We are asking union branch representatives to monitor how the cuts are effecting people in their workplace and to share the information with us through the online survey.

The survey will close on 28 September 2012.

Go to www.runnymedetrust.org/in-this-together for more information.

Who we are

Runnymede is the UK's leading independent race equality thinktank. We generate intelligence for a multi-ethnic Britain through research, network building, leading debate and policy engagement.

W: www.runnymedetrust.org

A: 7 Plough Yard, London
EC2A 3LP

E: info@runnymedetrust.org

T: 020 7377 9222

3. Remploy closures update

The Coalition Government announced on the 11th of July the closure of 27 Remploy factories. It claims to have found private buyers for a further 9 of the factories, although details of the new owners remain sketchy. The news means that 1,700 disabled people will lose their jobs. Remploy workers went on strike on Thursday the 19th of July, and will again strike on the 26th of July in opposition to the privatisation of some Remploy factories, and the poor redundancy packages being offered to sacked workers.



You can show your support for Remploy workers by adding your name and message on Unite's website here: <http://uniteforoursociety.org/solidarity-with-remploy>

Guardian comment from a striking Remploy worker:

<http://www.guardian.co.uk/commentisfree/2012/jul/19/why-remploy-workers-striking>

4. Stephen Lawrence fund

The TUC is calling on trade unions and trade unionists to help protect the legacy of Stephen Lawrence by giving generously to the Stephen Lawrence Charitable Trust fund raising appeal to ensure that the vital work of the Trust continues and that Stephen's legacy lives on.

The work of the Trust is threatened by the lack of funds for voluntary organisations that has resulted from public spending cuts and the recession. Now more than ever, the Stephen Lawrence Trust that does support young people and to combat social injustice, by promoting equality of opportunity, must not be allowed to fail for lack of funding.

You can donate online by visiting <http://www.justgiving.com/TUCslct> or by text message. Text TUCS99 followed by the £ symbol, then the amount to 70070.

They receive a text message receipt, and the chance to add Gift Aid (by filling in a web form or by text message). JustTextGiving is free for you the sponsor and the charity you're supporting.

You can use the following model motion at your branch meeting to agree to send funds to the trust:

TUC STEPHEN LAWRENCE FUNDRAISING APPEAL
Model Motion

This branch notes that the struggle to bring to justice the killers of Stephen Lawrence who was murdered 18 years ago has left an enduring legacy and awareness in the wider community about the evils of institutional racism and racial injustice in the UK. A vital part of that legacy is the work of the Stephen Lawrence Charitable Trust which was set up to be a lasting legacy for Stephen and who had dreams of becoming an architect.

This branch notes that the work of the Trust is threatened by the lack of funds for voluntary organisations that has resulted from public spending cuts and the recession. Now more than ever, the Stephen Lawrence Trust that does support young people and to combat social injustice, by promoting equality of opportunity must not be allowed to fail for lack of funding.

The branch resolves to help protect the legacy of Stephen Lawrence by:

- 1) Donating £..... to the TUC Stephen Lawrence Fundraising Appeal.
- 2) Publicising and promoting the appeal amongst branch members
- 3) Calling on members to make individual donations through the appeal page on the TUC website.

Proposed

Seconded

You can also circulate the printable promotional poster overleaf, or visit

<http://www.tuc.org.uk/equality/tuc-20962-f0.cfm> for more information.



Support the legacy of Stephen Lawrence by donating to the TUC Stephen Lawrence Fundraising Appeal

Donate Online at www.justgiving.com/TUCslct or Text TUCS99 followed by the £ symbol, then the amount to 70070.

5. Maternity action campaign

Maternity Action has initiated a campaign on valuing maternity. It aims to bring together a wide range of health organisations, parenting organisations and unions with an interest in maternity. The three strands of the campaign are:

- Job security for all women during pregnancy and maternity
- Maternity and parental leave that promotes real equality
- Services to support a safe and healthy pregnancy



The campaign has a dedicated website which provides tools for activism and information resources, including briefing papers on each of the campaign strands; accessible resources to enable participants to email their MP; "Rate your employer" – a tool for women to describe their experiences of work and maternity; capacity to report cuts to maternity services and links to organisations supporting the campaign.

Visit the following link for further information: <http://valuingmaternity.org/>

6. Equality law campaign

The ConDem Government has announced its plans to both weaken existing equality legislation and decimate the independent regulatory body, the EHRC.

Legislation

In May 2012, the Government published its responses to the Red Tape Challenge on Equalities and its consultation on reform of the Equality and Human Rights Commission which it carried out a year ago. The Government also announced as part of its Red Tape Challenge response that it intends to review the Public Sector Equality Duty to "establish whether the Duty is working as intended". The Red Tape Challenge on Equalities received over 7,000 responses, overwhelmingly supportive of the Equality Act, and in many cases arguing that it should be strengthened if anything. Nevertheless, the government proposes to repeal three provisions from the Equality Act 2010 based on little or no evidence of their effectiveness:

- S.40 which makes employers liable for repeated harassment of their staff by a third party such as a customer or service user, where the employer knew about it and failed to take reasonable steps to prevent it. **This is particularly pertinent to education professionals as it covers harassment by students.**
- S.124(3)(b) which gives employment tribunals the power to make recommendations following a finding of discrimination aimed at minimising the risk to others in the workplace of suffering similar treatment. **This removes the obligation to institutions to learn lessons from discrimination cases and make changes to**

stop others suffering the same treatment.

- S.138 which enables an individual to serve a statutory questionnaire to their employer to gain information if they think they have suffered discrimination or are not receiving equal pay. **This removes a vital evidence gathering tool for somebody who believes that they have suffered discrimination.**

The government has two consultations, one on employer liability for third party harassment and one on the two enforcement measures, with a closing date of 7 August 2012.

UCU is responding to the consultation through the Equality Committee. You can access the consultations here:

<http://www.homeoffice.gov.uk/publications/about-us/consultations/third-party-harassment/>

We will circulate details of the consultation response and keep you informed of the outcome.

Save the EHRC

The Equality and Human Rights Commission is an independent statutory body established by Parliament under the Equality Act. As a regulator, the Commission is responsible for enforcing equality legislation on age, disability, gender, race, religion or belief, sexual orientation and transgender status. Through the Equality Act the Commission has key powers and functions bestowed on it by Parliament. It promotes understanding and encourages good practice in relation to human rights; providing invaluable guidance for employees and management.

The government plans to slash its budget by over 60%, meaning that it would:

- lose more than half its work force
- reduce its legal enforcement capabilities
- close its Helpline (currently receiving 70,000 calls a year)
- lose its regional presence
- end its provision of grants to charities or projects such as law centres, disability groups and community organisations
- There are also plans to reduce some of the Commission's key powers and functions through the Public Bodies Bill.



PCS and Unite have over 360 members at the commission, and have launched a campaign against the cuts. You can sign a petition or write to your MP at the following link:

<http://www.pcs.org.uk/en/equality-and-human-rights-commission/>

And access a leaflet about the campaign here:

<http://www.pcs.org.uk/download.cfm?docid=B4D9D61A-7BFF-4FBD-BCBAF2CE77124689>

7. Hate crime on the increase

The number of disability hate crimes reported to police has reached a record high, sparking concerns that the Coalition's "anti-scrounger" rhetoric is fuelling hostility to a community that already faces the greatest challenges in a society orientated towards non-disabled people. A total of 1,942 disability hate crimes were recorded by police forces in England, Wales and Northern Ireland last year. You can read an Independent article about the shocking statistics here: <http://www.independent.co.uk/news/uk/crime/hate-crimes-against-disabled-people-soar-to-a-record-level-7858841.html>

Despite these record figures, research by the Muscular Dystrophy Campaign recently found that only four out of every ten disability hate crimes ever go reported, as reported in another article, also from the Independent:

<http://www.independent.co.uk/news/uk/crime/young-disabled-stay-silent-over-hate-crimes-7282146.html>

For information about how to report a hate crime visit the following link:

<http://www.report-it.org.uk/home>

8. New briefings on disability leave and reasonable adjustments

UCU has published two new briefings for disabled members on Disability Leave and Reasonable Adjustments. You can access them here:

http://www.ucu.org.uk/media/pdf/m/I/Disability_Leave.pdf

http://www.ucu.org.uk/media/pdf/2/1/Reasonable_Adjustments.pdf

9. Reparations Conference

UCU is supporting RMT's 6th annual reparations conference on the 23rd of August 2012. These annual conferences are aimed at educating the Trade Union Movement, its wider membership, and in particular those in the Afrikan communities, their supporters, about history and the campaign for Reparations and how they can help to win. UCU will not be providing expenses for this event, but should you wish to attend you can call **07411 113 098**.

See overleaf for a promotional leaflet.

REPARATION NOW!

“What is the Role of the Trade Unions Movement in the fight for Reparation?”



REPARATION IS SIMPLY, IT IS UNPAID WAGES

THURSDAY

23rd August 2012

6TH CONFERENCE ON REPARATION

1700 – 2200hrs

Institution of Education Room S13
20 Bedford Way Russell Sq WC1, 0AL

San Domingo (now Haiti/Dominican Republic) was the richest and cruellest colony in the Western Hemisphere. More than one third of all Afrikans died within a few years of being taken there. On the 23rd August 1791 Afrikans on the island rose up, expanding their fight against the heinous crime of enslavement. They took on the then Super Powers of France, England and Spain. They were led by Toussaint L'Ouverture. In 1804 Haiti was the first Afrikan Nation state created outside of Afrika. Twenty years later France, demanded '150million francs' in Reparation, plus a decree that French ships and commercial goods entering and leaving Haiti would be discounted at 50% in exchange for Haiti's liberty. The demands were non-negotiable and delivered by 12 warships armed with 500 canons; Haiti was forced to pay; the payment chained the nation to perpetual poverty. They did not finish paying the debt until 1947.

These annual conferences are aimed at educating the Trade Union Movement, its wider membership, and in particular those in the Afrikan communities, their supporters, about history and the campaign for Reparations and how they can help to win.

**THIS CONFERENCE IS ORGANISED BY:-
RMT, UCU, GACUK, BWJ-E, PASCf,**

FOR MORE INFORMATION 07411 113 098

“Modern Day crimes against Humanity”

AGENDA

- 17:00 Afrikan Drum Call
17:05 Welcome by conference Chair
Professor Cecile Wright
UCU Black Members Committee
17:10 Libation **Bro. Leader Mbandaka**
17:15 Video *“HAITI: Where has the money gone?”*
18:00 Solidarity Greeting
RMT General Secretary **Bob Crow**
18:10 History of Reparation Campaign
HAITI 1st Cecil Gutzmore
18:30 Questions, Answers &
Contribution **(Q, A&C)**
18:45 Solidarity Greeting
UCU General Secretary
18:50 Keynote Speaker
Land and Freedom Party (Mau Mau)
Diego Garcia Campaign
19:30 **(Q, A&C)**
19:50 Video from Chinweizu (ARM)

20:00

PANEL DISCUSSION

“What we have done, what we are doing, and what we will be doing between now and next year?”

- RMT Frank Murray**
- UCU Jim Thakoordin**
- GACuk Gee Bernard**
- MP John McDonnell**
- PASCf Brother Omowalie**

- 21:00 **(Q, A&C)**
21:55 Last Remarks **Geraldine Francis**
22:00 Close **Glenroy watson RMT**

Social

2200 – 2400hrs

Student Bar

HOW TO GET THERE

RUSSELL SQUARE TUBE: Turn left out of station & walk for 5 minutes, pass Bedford way into Bloomsbury itself, then turn left.
EUSTON TUBE: Buses 59, 168 and 91 to Russell Square, cross over the road and head toward SOAS, bar is on the other side of road.

If you would like to join one of our networks, please send an email to eqadmin@ucu.org.uk stating your preferred email address along with the name of the network you would like to join. You should note that these networks are not discussion forums, but that you will be sent information relating to the area of equality. The networks available for joining are:

Black Members Network
Women Members Network
LGBT Members Network
Disabled Members Network