

One thing's for sure, cuts, privatisation and attacks on employment rights are not the answer. They are the road to nowhere.

So, we have to make a choice. Between a future of growing inequality, or a future of fairness.

Brendan Barber, TUC General Secretary speaking at *A Future that Works* demonstration in October 2012

Help **us** to create a future of **fairness** and **equality**.

If you are not a UCU member yet, **join us** today: www.ucu.org.uk/join

If you are UCU member, help us to **build your union**: www.ucu.org.uk/buildtheunion



UCU's equality wall charts

UCU has produced a series of award-winning wall charts:

- Holocaust Memorial Day
- International Women's Day
- Disability History Month

To order copies, contact eqadmin@ucu.org.uk or visit: www.ucu.org.uk/equality



Equality Matters



Equality affects us all, and more so during these times of austerity. While our members face severe attacks on their equality and employment rights it is time that we act **collectively** to ensure that **all UCU members** are protected from unfair employment practices.

UCU members face:

- threats of redundancy
- being marginalised and overlooked for promotion
- increased workloads
- rising stress levels
- mental health issues
- longer working hours
- age discrimination
- disability-related discrimination
- homophobia
- transphobia
- racism
- sexism
- attacks on pensions
- increase in casualisation
- erosion of terms and conditions
- lack of training and career opportunities
- continuing privatisation
- zero-hour contracts
- stagnating pay.

What UCU members can do:

- 1 Ensure that equality issues are on the agenda of your branch/local association meetings.
- 2 Make sure your views are heard within your branch/local association.
- 3 Negotiate with your employer.
- 4 If there is an issue that is not unique to you and is experienced by others in your department/faculty, then try to resolve the issue collectively rather than individually – there is more of a chance that your case can be won.
- 5 Become an equality rep
- 6 Keep up to date with equality news at www.ucu.org.uk
- 7 Encourage non-members to join UCU.

Its time to **celebrate** our success and gains!

Campaiging and organising...

- to achieve equal pay
- to save the EHRC
- for continued funding of ESOL
- to oppose far right groups such as the BNP and EDL
- to resist unfair practices such as points-based immigration
- branches to successfully use equality impact assessments to protect jobs at risk of redundancy.

Partnership...

We work with government, trade unions and other stakeholders covering issues in further and higher education including:

- working with the EHRC to ensure equality is a clear component of education policy
- analysing the impact of austerity on equality in the workforce with the Runnymede Trust
- achieving a better work-life balance with the Leonardo Project
- achieving equality for our LGBT members by being on the Forum for Sexual Orientation and Gender Identity in post-school education.

Responding...

to a number of government consultations on issues such as changes to equality legislation

- Disability-related harassment
- Disability Living Allowance reform
- reforms of the Equality Act 2010
- changes to the Public Sector Equality Duty.

Influencing...

- working and negotiating with the employers through organisations such as AoC and ECU to progress equality



- working at European and international level to inform the equality agenda and share best practice.

Challenging...

- the perception and myths surrounding mental health
- successfully challenging race discrimination in the workplace (The Bradford Review).

Supporting...

a number of campaigning groups in the UK and internationally including:

- Abortion Rights
- Charter for Women
- Disability History Month
- End Violence Against Women
- Fawcett Society
- Hope not Hate
- International Lesbian and Gay Association
- Love Music Hate Racism
- OBJECT
- Schools Out
- Stonewall
- The Age in Employment Network
- Trade Union Disability Alliance
- Trade Union Friends of Searchlight.