

# Austerity and Equality in Multicultural Britain

---



---

**EQUALITY CAMPAIGN PACK**

---

## CONTENTS

<b>SECTION 1</b>	<b>UNIVERSITY AND COLLEGE UNION</b>	<b>03</b>
	■ Introduction	03
	■ Five steps to help safeguard equality	04
	■ UCU equality scheme	05
	■ Equality issues facing UCU members	07
	■ Campaigning for black members	09
	■ Campaigning against racism and fascism	09
	■ Religious attire policy	10
	■ Campaigning for disability equality	12
	■ Campaigning for lesbian and gay rights at work	12
	■ Campaigning for gender equality	14
	■ Affiliations	16
<b>SECTION 2</b>	<b>TIMES, THEY ARE A-CHANGING</b>	<b>18</b>
	■ Employment rights	18
	■ Protecting trade union rights	20
	■ Reform of the Equality and Human Rights Commission	21
	■ Equality Act 2010: Review of the Public Sector Equality Duty	23
<b>SECTION 3</b>	<b>TIME FOR ACTION</b>	<b>33</b>
	■ UCU – Build the Union	34
	■ Equality organising and networking	36
	■ Becoming a UCU equality officer	39
	■ Model austerity motion	40
	■ How are the cuts affecting you?	41
	■ Equality resources	42
	■ Five things you can do to campaign against fascism and racism	44
	■ The Stephen Lawrence Charitable Trust	45
	■ Community action groups and other campaigns	47
<b>SECTION 4</b>	<b>CONTACTS, LINKS AND BLOGS</b>	<b>49</b>
	■ Contacts	49
	■ Links	51
	■ Blogs	52
	■ I want UCU to advance equality by...	53

---



# 1 University and College Union

This section details our commitment to equality and to the issues identified by our members

---

## INTRODUCTION

UCU has a very strong tradition of placing equality at the heart of everything it does.

UCU challenges discrimination on all levels, formulates policies and responds to consultations from a variety of stakeholders, including the Government. That is why equality must not be seen as an 'add-on', but as an integral part of negotiating, bargaining and organising.

Discrimination and victimisation takes place regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation, and our combined work helps to ensure that our colleges and universities are free from institutional inequality.

Issues of equality affect us all. This is especially true during the current economic climate as we see our employment rights being eroded on an almost daily basis. While our members face severe attacks on their equality and employment rights, now, more than ever is the time to act collectively to ensure that all UCU members are protected from unfair employment practices, discrimination and victimisation in the workplace.

We have produced this pack to help strengthen you as an individual and your branch or local association in campaigning, bargaining and negotiating for equality at work and the wider society.

### **UCU'S commitment to equality**

While our prime concern is to fight for greater equality and to oppose all forms of harassment, prejudice and unfair discrimination at work, we recognise that this includes the injustices that members face in all areas of their lives, whether on the

---



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

grounds of sex, race, ethnic or national origin, colour, class, impairment or disability status, sexual orientation, gender identity, religion or belief, age, socio-economic status, casualisation or any other aspect of status or personal characteristic which can lead to discrimination.

### FIVE STEPS YOU CAN TAKE TO HELP SAFEGUARD EQUALITY AT YOUR COLLEGE OR UNIVERSITY

1

#### ENCOURAGE CHANGES TO BEHAVIOUR AND CULTURE TO MAKE YOUR WORKPLACE MORE ACCESSIBLE FOR ALL

**How to achieve it:** Ensure that the policies you have in place protect the rights of workers and that they do not discriminate against individuals or groups.

2

#### BE REPRESENTATIVE OF THE MEMBERS IN YOUR COLLEGE OR UNIVERSITY

**How to achieve it:** Establish groups to support women, black, disabled and LGBT members and ensure that concerns raised are discussed at branch/local association meetings and, at the appropriate time, referred to your regional official/national official.

3

#### CONSTANTLY CHALLENGE UNFAIR PRACTICES AND PROCEDURES THAT HAVE A DETRIMENTAL EFFECT ON OUR MEMBERS

**How to achieve it:** Workplace practices and procedures that have a detrimental effect on our members require strong challenges at the very earliest opportunity

4

#### PROMOTE AND SHARE GOOD PRACTICE FOR EXAMPLE, NEGOTIATING IMPROVED CONDITIONS IN OUR WORKPLACES

**How to achieve it:** We know that UCU branches/local associations are doing fantastic work in ensuring that the working conditions of members are maintained and improved – we want to share your success stories with other branches/local associations so please send your success story to us at [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)

5

#### SUPPORT THE WIDER TRADE UNION MOVEMENT, CAMPAIGNING ORGANISATIONS, COMMUNITY GROUPS TO ACHIEVE EQUALITY THROUGH PARTNERSHIP WORKING

**How to achieve it:** Form links with local and national groups to push for a fairer more equal society.



## UCU SINGLE EQUALITY SCHEME

UCU Congress in 2007 and 2008 agreed to develop and implement a comprehensive single equality scheme for the union with the full involvement of UCU members. The scheme builds on UCU's existing commitment to equality set out in our rule book and demonstrated through our structures and our actions.

It is hoped that the overarching priorities (see below) will be broad enough to encapsulate the wide range of work UCU undertakes so will further embed equality into the mainstream activity of the union. The overarching priorities will give all members and employees of UCU, a collective understanding of what we want to achieve on equality and will help communicate that message to employers and other stakeholders including Government.

The scheme can be viewed at [www.ucu.org.uk/equalityscheme](http://www.ucu.org.uk/equalityscheme) and a review of the scheme has been undertaken and is outlined below.

### 1 Background

**1.1 The UCU single equality scheme was launched at Congress 2010. The UCU scheme is made up of a three year action plan and builds on UCU's existing commitment to equality set out in our rule book and demonstrated through our structures and our actions.**

**1.2 The principles of the scheme were agreed as:**

- UCU will develop a three year equality scheme 2010-2013.
- The scheme will be comprehensive in scope going beyond the current public sector duties. It will cover: age, impairment or disability status, gender, sexual orientation, race, national origin, religion or belief, gender identity, socio-economic status and casualisation: agency work, fixed-term and hourly-paid contracts.
- The scheme will be outcome driven; with practical, realistic and challenging action plans.
- Outcomes will be linked to the union's bargaining, campaigning and organising agenda outlined in the National Organising Plan [www.ucu.org.uk/nop](http://www.ucu.org.uk/nop)
- The scheme will be developed with the active involvement of all UCU members and staff.
- The scheme will contain agreed mechanisms for monitoring and review.
- The scheme should not be a snap shot at a particular moment. This should be an evolving process.

### 2 Setting the objectives

Key themes emerged from action points submitted from national and regional committees:



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

- Equal pay audits
- Networking
- Equality impact assessments/monitoring
- Campaigning /resources ie materials
- Audits
- Advice and guidance including newsletters
- Training
- Organising/recruiting
- Bargaining

These issues have informed the overarching priorities which national and regional committees could support in the most effective way.

For example:

The action on **equal pay audits** has been prioritised by the national Higher Education Committee and Further Education Committee developing strategies for full implementation of audits across all institutions. Scotland and the South region have also prioritised taking this forward.

The UCU campaign to raise awareness on the importance of using **equality impact assessments (EIAs)** to challenge redundancies is strongly reflected in the priorities at national and regional level. Both the Higher Education Committee and Further Education Committee have raised the profile of EIAs and ensured that it is included as a tool in redundancy training and advice as well as being raised with employers in negotiations. Regions are supporting these strategies by prioritising training on EIA's for branch activists. This work needs to continue with our work on the new Public Sector Equality Duty.

Increasing our activist base is supported well through priorities focused on developing **equality networks**. This is a priority of the Equality Committee and increasing the number of women activist and black women activists are priorities of the Women's Standing Committee and Black Members Standing Committee. Scotland and Northern, West Midlands and Yorkshire and Humberside regions have also prioritised equality networks.

### 3 Overarching objectives

- Challenging attacks on equality issues relating to jobs, pay and pensions
- Promoting equality of access to further and higher education jobs and services including equal pay, staff development and promotion.
- Monitoring of implementation of national equality agreements, the Equality Act and branch negotiated local improvements
- Increasing members' skills and knowledge of equality at work through training, seminars, conferences and events.
- Increasing the participation and visibility of black members, disabled members, LGBT members and women members.



These overarching objectives support many of the current priorities but give coherence to what UCU wants to achieve for its members and for the education sector.

## EQUALITY ISSUES FACING UCU MEMBERS

We have outlined issues raised by UCU members through the four advisory equality standing committees including the impact of austerity for these groups:

### BLACK WORKERS

#### Issues raised by the Black Members' Standing Committee

- Building networks across education unions/communities
- The impact of the government's austerity cuts on black workers
- Training and development of UCU's black members
- Inequalities of the points-based immigration system for international students and academics
- Visibility and representation in the workplace at senior levels

#### The impact of the cuts

The coalition government's austerity measures will have an overwhelming impact for black workers, of which the majority are employed in the public sector. Black unemployment is at an all time high especially among the young and access to higher education out of the reach of many gives a flavour of the hurdles facing black workers.

### DISABLED WORKERS

#### Issues raised by the Disabled Members' Standing Committee

- Changes to Access to Work
- The impact of the government's austerity cuts on disabled workers
- Mental health
- Reasonable adjustments
- Achieving disability equality in further and higher education
- Disclosing a disability
- Visibility of disabled workers

#### The impact of the cuts

Issues affecting disabled workers include students who require additional support for impairments such as dyslexia and dyspraxia that often has led to successful educational outcomes which in turn leads to job cuts as the service provision is reduced and/or removed. Cuts in provision of courses such as British Sign Language with no regard for equality of access and meeting diverse needs. Thousands of people will also be hit by the radical changes to welfare reform being introduced April 2013.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### LGBT WORKERS

#### Issues raised by the LGBT Members' Standing Committee

- Sexual orientation and gender identity policies
- The impact of the government's austerity cuts on LGBT workers
- Advancing LGBT equality through training and organising
- LGBT visibility and representation
- Promoting fair treatment in the workplace
- Challenging homophobia and anti-transphobia at work

#### The impact of the cuts

The attacks on public service provision will disproportionately affect some LGBT people who, due to the NHS reforms, will continue to face difficulty in accessing vital health services ie gender reassignment. In addition, young LGBT people who are estranged from their families and are dependent on youth, housing and social services.

### WOMEN WORKERS

#### Issues raised by the Women Members' Standing Committee

- Women and pensions
- The impact of the government's austerity cuts – flexible working for women workers
- Parental leave
- Gender pay gap
- Violence against women
- Women as carers
- Visibility in the union

#### The impact of the cuts

Women are bearing the brunt of the austerity measures. For example, discrimination and unfair treatment arising from pregnancy, adoption and assisted conception, the denial of rights upon returning to work, unaffordable childcare, cuts to service provision for those affected by domestic violence, rape and cuts to benefits affecting families will all have a disproportionate impact on women workers.

At a joint meeting of all equality standing committees held September 2012 the following recommendations were made:

- Equality to have a high profile within recruitment drives, and equality groups to be targeted.





- Recruitment materials to celebrate UCU's successes in equality but also to warn workers about the attacks on equality and employment rights.
- UCU website to be reviewed to provide an option for members to update their monitoring details and self-identify.

## **CAMPAIGNING FOR BLACK MEMBERS**

UCU uses the term 'black' in a political sense to refer to people who are descended, through one or both parents, from Africa, the Caribbean, Asia (the middle-East to China) and Latin America. It refers to those from a visible minority who have a shared experience of oppression. The word is used to foster a sense of solidarity and empowerment.

Black workers make up a large part of UCU's membership. As of 2012, 7.5% of UCU's 122,386 members identify as being black or black and minority ethnic (BME), and they continue to face unique challenges and barriers at work in further and higher education.

The TUC reports that BME workers remain under-represented in both sectors, particularly in higher-level posts. There is evidence that black workers have to work harder to get a job, face greater resistance to career progression, and continue to experience discrimination and racism at work from managers or colleagues.

With the impact of the cuts, black and Asian workers are almost twice as likely to be out of work as white workers, and public sector spending cuts could see thousands more employees from ethnic minority backgrounds losing their jobs in the coming months – we are already seeing high levels of unemployment amongst young BME people.

To assist our members, we have produced a *Black Members' Survival Guide* providing vital information, advice and support to defend rights at work, progress careers and combat discrimination and racism in the workplace. The guide can be downloaded at [www.ucu.org.uk/media/pdf/o/c/black\\_members\\_survival\\_guide.pdf](http://www.ucu.org.uk/media/pdf/o/c/black_members_survival_guide.pdf)

For further information and material about our work on equality for black workers, please visit [www.ucu.org.uk/blackmem](http://www.ucu.org.uk/blackmem)

## **CAMPAIGNING AGAINST RACISM AND FASCISM**

As a trade union, we oppose all forms of racism and fascism from individuals or groups and will campaign vigorously to ensure that the message of hate and division have no place in our colleges and universities.

There are many examples of racist and fascist organisations trying to gain a platform in colleges and universities and with the tremendous level of work being undertaken at local level by branches and local associations, steps have been taken to prevent this from happening. However, as the government's austerity measures begin to bite we will continue to see the ugly head of racism.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### **Sending out the right message: why we must continue to fight racism**

UCU, alongside anti-racist organisations, will continue to campaign against racism within our society. Our principles clearly state that we stand firm with the trade union movement to oppose all forms of prejudice, harassment and oppression.

Our rules set out this commitment to equality, justice and the right to organise in defence of our members. We believe that the doctrine of fascism represents the opposite of these values.

Where we value diversity, fascist organisations seek to divide on the grounds of disability, gender, gender identity, race, religion and sexual orientation. So, wherever and whenever you see or hear about a homophobic, Islamophobic, racist, anti-Semitic or xenophobic attack, challenge it! Together we can effect change.

The following is a joint statement between UCU and the NUT on the British National Party (BNP) – however, it applies to other groups such as the English Defence League (EDL).

### **UCU AND NUT STATEMENT ON THE BNP**

**The policies and positions of the BNP are incompatible with the ethos and values of teaching. Racism and fascism are the antithesis of the aims of education which strives for the liberation of every learner's potential, irrespective of age, class, gender, disability, sexual orientation, race or religion.**

**In common with the mainstream political parties, NUT and UCU find the policies of the BNP utterly unacceptable. We call on the government to take urgent action to ensure that racism and fascism have no place in the classroom or lecture hall, and to give consideration to making membership of the BNP incompatible with registration as a qualified teacher or lecturer, in line with policy for the police.**

**Both unions find espousal of BNP policies to be incompatible with membership of our organisations.**

UCU's Equality unit produces a newsletter for members interested in the fight against racism and fascism. If you would like to receive a copy, please email [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) with 'join AF News' in the subject header. Section 3 of this campaign pack details our equality resources available in this area.

### **RELIGIOUS ATTIRE POLICY**

Following concerns that some institutions were excluding students through the banning of head-dress, the following motion was passed at Congress 2011:

#### **RELIGIOUS ATTIRE**

**Congress notes the importance of people of all faiths having the right to wear the religious head-dress and other religious attire appropriate to their faiths.**

**Congress also notes the importance of the right to wear the appropriate dress in ensuring and increasing participation in further and higher education, and in enabling people, particularly women, to access education at all levels, and calls on NEC to formulate a policy which reflects this.**



In light of increasing Islamophobia eg the French ban on wearing the veil, the Swiss ban on minarets, moves to outlaw the burkha in various countries, and the alarming precedent of a UK college prohibiting students from wearing the veil in college, Congress resolves to work with the NUT, NUS, Unite Against Fascism and other anti-fascist organisations to:

- 1 hold a conference on fighting Islamophobia in education, and
- 2 produce an anti-Islamophobia teaching pack.

UCU has therefore formulated the following religious attire policy that has been approved by the Equality Committee, and will be shared with institutions.

A report by the Equality Challenge Unit<sup>1</sup> entitled, *Religion and belief in higher education: the experiences of staff and students* noted that:

*10% of students and 3.7% of staff identified that their religion or belief required them to wear specific dress or symbols. The majority of those who indicated that they have dress requirements are Muslim, Sikh and Jewish respondents. Members of staff and students feel that the campus is, in general, a place where individuals feel comfortable wearing symbols and religious dress. 85.6% of staff (118 respondents) indicated that they were able to fulfil their dress requirements without difficulty, and 79.3% of students (431 respondents) feel this to be the case. A greater proportion of female staff (92.4%) and students (81.5%) feel able to fulfil their dress requirements compared with male members of staff (77.1%) and students (76.9%).*

**Source:** Religion and belief in higher education: the experiences of staff and students

UCU welcomes the variety of appearance brought by individual styles and choices. The wearing of items arising from particular cultural/religious norms is seen as part of this welcome diversity.

The only limitations to the above may occur when:

- Health and safety requirements may mean that for certain tasks specific items of clothing such as overalls, protective clothing etc need to be worn.  
  
If such clothing produces a conflict with an individual's belief the issue will be sympathetically considered by the line manager with the aim of finding a satisfactory outcome.
- Clothing displaying slogans which are discriminatory (eg racist or sexist slogans) causes offence.
- There are particular legislative requirements. In Northern Ireland, dress or symbols that associate individuals with a particular religion or belief group are regulated. Items of clothing which may be related to sectarianism would be considered problematic and fall under the regulations ie football shirts. In the case of dress or symbols associated with other minority religion or belief groups, this is not an issue, and the dress code raises no specific issues about wearing other garments associated with minority religions.

<sup>1</sup>[www.ecu.ac.uk](http://www.ecu.ac.uk)



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

- Particular educational ceremonies or practices, such as graduation, require the wearing of traditional outer garments. In such instances the institution would be expected to ensure that the traditional garb allows the wearer to fulfil their cultural or religious affiliations.
- Exam verification/identification may require institutions to conduct identity checks. Such checks must always be discreet and conducted in a manner which respects the religious, social or cultural norms of the individual

Branches and local associations are asked to note this policy and raise it if it is an issue in their institution.

### CAMPAIGNING FOR DISABILITY EQUALITY

UCU is proud to be a leader in the field of disability within the trade union movement and supports the social model of disability which states that it is the way society organises that creates barriers to inclusions and prevents disabled people from taking an equal part in life. This model underpins all the work that we do in the area of disability equality.

In the workplace, the proportion of disabled people who can work but who are out of work remains stubbornly at twice the rate for non-disabled people, and the proportion of disabled people living their lives in poverty remains unacceptably high. The bleak overall statistics conceal the even worse reality that for many groups of disabled people, such as people with visual impairments or with mental health issues, the unemployment rates are much higher still.

Disabled people face disadvantage and discrimination from the moment they identify as disabled. They face it at work, and in finding work in the first place, but even before then they face it in education and training.

UCU members are extremely proactive in promoting and campaigning for equality for disabled members within the union and wider society through our publications such as disclosing a disability, mental health guidance and advice, reasonable adjustments in the workplace, disability related harassment to promoting and celebrating the achievements of disabled people to name a few.

For further information and for materials about our work on disability equality, please visit [www.ucu.org.uk/disabmem](http://www.ucu.org.uk/disabmem)

### CAMPAIGNING FOR LESBIAN AND GAY RIGHTS AT WORK

UCU campaigns for equality for lesbian, gay, bisexual and transgender (LGBT) members who face discrimination, victimisation and harassment in the workplace and wider society. The extension of rights through protected characteristics legislation may go some way toward achieving equality, and it is through our campaigning work, education and training that we strive to challenge prejudice and hostility experienced by our many LGBT members. UCU has produced a number of guidance documents to support LGBT members' at work; these can be found at [www.ucu.org.uk/lgbtmembers](http://www.ucu.org.uk/lgbtmembers)



UCU is an active supporter of Prides held across the UK to celebrate the positive stance against discrimination and violence toward LGBT people as well as supporting and promoting LGBT History Month.

### **International Day against Homophobia and Transphobia**

May 17 was chosen because the date is the anniversary of the World Health Organisation's May 1990 decision to remove homosexuality from its list of mental disorders. This victory of the lesbian-gay-bisexual and transgender (LGBT) cause was a historic step towards considering freedom of sexual orientation and gender identity as a fundamental human right.

Education International (EI), to which UCU is affiliated, issued a statement (below) to promote the rights of all citizens to live freely their preferred gender and sexual orientation. EI also endorsed an international appeal to UN agencies and heads of state, calling for the rejection of homophobia and for respect towards gender identity.

### **EDUCATION INTERNATIONAL'S STATEMENT**

**Prejudice and myths are built upon ignorance. Education has a crucial role in ensuring equality of opportunity for all, independent of race, ethnicity, economic status, language, religion, social origin, sexual orientation and gender identity. On the International Day against Homophobia and Transphobia, EI reaffirms the principle of non discrimination and calls all education unions to take concrete actions to prevent all forms of discrimination, including but not limited to, sexism, homophobia, transphobia and intolerance, within unions, at work and in the education sector.**

**The victims of bullying and discrimination, including that based on sexual identity and sexual orientation, are more likely to leave their jobs or move to another school. Reports and studies show that student victims of harassment or homophobic bullying are more like to drop out of school. Legal protection against harassment and/or discrimination based on the sexual orientation in educational settings is receiving more attention. The cases related to discrimination based on gender identity and orientation are under-reported. Additionally there are countries that criminalise homosexuality. Others prohibit or limit the discussion and recognition of lesbian, gay, bisexual and transgender people and their families in schools.**

**In 2008, EI welcomed the UN statement on 'Human Rights, Sexual orientation and Gender Identity' endorsed by 66 member states, from all regions. The statement condemns human rights violations based on sexual orientation and gender identity wherever they occur.**

**EI believes that education and qualified teachers play an important role in enabling society to create school environments where every student can learn. On the International Day against Homophobia, EI invites all its affiliates to read, endorse and distribute the appeal to the United Nations, the World Health Organisation and the heads of states.**



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### CAMPAIGNING FOR GENDER EQUALITY

UCU campaigns for gender equality, abortion rights (the right for women to choose), equal pay (still a way to go since the 1970 Equal Pay Act), parental/family friendly leave, equality of representation and against violence against women. The following extract from *A charter for women* (endorsed by UCU) summarises our campaign for gender equality.

For further information and material about our work on gender equality, please visit [www.ucu.org.uk/women](http://www.ucu.org.uk/women)

#### A CHARTER FOR WOMEN

Women constitute half the working population in Britain and yet the gap between men's and women's earnings is widening despite the fact that girls perform better than boys in public examinations. (55% of girls gain five or more A-C grades at GCSE compared with 44% of boys.)

Women over 21 have had the right to vote since 1928 and yet only 27% of local authority councillors are women, 18% of all MPs and 24% of MEPs are women. In the home, up to one in 10 women experience domestic violence each year, one in four will experience this type of abuse at some point in their lifetime. An incident of domestic violence takes place in Britain every six to 20 seconds.

The oppression of women is consistently denied or trivialised by the mass media and the state. New Labour claims that they have made great progress to equalise opportunity for women – the facts do not bear this out. On the left, there is a tendency to subsume women's issues within the general class struggle, or to relegate them to a secondary position. The right have always trivialised or ignored our concerns.

Women's membership of trade unions is rising. However, women are not represented in proportion to their numbers within the trade unions. The position for black women is even worse.

Women have always fought for their long-denied rights; we must do so again.

We hope to inspire a new and inclusive socialist feminist theory and practice that will motivate a new generation of women activists and revitalise the fight for women's liberation. One of the ways of doing this is to unite around a campaigning programme. This is the purpose of the *Charter for Women*. It does not offer new policy but instead seeks to bring together the key demands for which progressive women are fighting in various arenas. The charter covers three broad areas, social policy, the labour market and the labour movement. It raises the main progressive concerns/campaigning points under each heading. We want it to be discussed, adopted and promoted by all progressive women's groups and organisations.

For us the price of progress is eternal vigilance – we must ensure that women's demands are heard and acted on.



# What does the government's austerity plan mean for you?



## Pregnant woman

### Less maternity pay

Starting this April, statutory maternity pay and maternity allowance will be cut in real terms over the next three years. The Health in Pregnancy Grant and the baby element of Tax Credits have also been abolished.



## Victim of domestic violence

### Shelter closures

Local authority funding to services for domestic and sexual violence was cut by nearly a third last year. On a typical day, 230 women are turned away by Women's Aid refuges due to lack of space or funding cuts.



## Public sector worker

### Job insecurity

Over a million public sector jobs are set to go by 2018, according to the Office for Budget Responsibility. Women make up nearly two-thirds of the public sector workforce and will therefore be disproportionately hit by job losses.



## City banker

### Business as usual

The Chancellor was in Brussels last week opposing plans to limit bankers' bonuses to 200 per cent of their annual salaries. Top City bankers are also due to benefit from a cut in the top rate of tax next month.



## Lone parent

### Less financial support

Working lone parents will be £30 a week worse off by 2015 due to welfare cuts. Reducing the childcare element of tax credits will mean that for low-paid single parents, work will not pay.



**Make sure George Osborne gets the message before the Budget on 20 March by sharing this graphic.**



**TUC**  
TUC Women's Conference 2013

Poster produced for the TUC Women's Conference highlighting the impact of austerity



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### AFFILIATIONS

UCU works in partnership with a number of trade unions on campaigning issues that are important to UCU. As part of our wider work, we also affiliate to a number of organisations to aid, advance and promote work in the field of equality.

UCU affiliates with the following equality organisations:

#### **Charter for Women – [www.charterforwomen.org.uk](http://www.charterforwomen.org.uk)**

The Charter for Women aims to work across the labour and women's movements to publicise the charter, engage in debate, challenge bad practise and oppose oppression of women and children. Through this work we seek to bring about positive and progressive change for women and recognition of the inequality and oppression that women still face at home, at work and in wider society.

#### **Disability History Month – [www.ukdisabilityhistorymonth.com](http://www.ukdisabilityhistorymonth.com)**

Disability History Month is a positive proactive organisation which brings together the very diverse disabled people's community including unions.

#### **End Violence Against Women – [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)**

End Violence Against Women is a unique coalition of organisations and individuals campaigning to end all forms of violence against women. It was set up in 2005 when women's organisations and others came together to lobby the government to take a more strategic approach to ending violence against women. They continue to lobby all levels of government in the UK, and challenge the wider cultural attitudes that condone violence against women

#### **Fawcett Society – [www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)**

The Fawcett Society is the UK's leading campaign for equality between women and men. Where there's an inequality gap between women and men, The Fawcett Society is working to close it. The Fawcett Society is an immensely useful source of research and a leader in campaigning for women's equality in this country.

#### **OBJECT – [www.object.org.uk](http://www.object.org.uk)**

OBJECT challenges 'sex object culture' – the sexual objectification of women through lads' magazines, lap dancing clubs or sexist advertising. Object is an award-winning organisation that uniquely combines successful political lobbying with grass roots campaigning.

#### **School's OUT – [www.schools-out.org.uk](http://www.schools-out.org.uk)**

School's OUT is a membership-based organisation that began life as The Gay Teachers Association in 1974. Its overarching goal is to make schools and educational institutions safe spaces for our lesbian, gay, bisexual and trans (LGBT) communities as teachers, lecturers and trainers; as pupils and students; as parents; as teaching and learning support staff; as site-officers, catering and cleaning staff; and as head teachers, managers and governors.



**Stonewall – [www.stonewall.org.uk](http://www.stonewall.org.uk)**

Stonewall was founded in 1989 by a small group of women and men who had been active in the struggle against Section 28 of the Local Government Act. The aim from the outset was to create a professional lobbying group that would prevent such attacks on lesbians, gay men and bisexuals from ever occurring again. Stonewall has subsequently put the case for equality on the mainstream political agenda by winning support within all the main political parties and now has offices in England, Scotland and Wales.

**The Age in Employment Network – [www.taen.org.uk](http://www.taen.org.uk)**

The Age in Employment Network is an independent not-for-profit organisation whose goal is to help remove age barriers to employment. They inform and advocate for effective age management policies to be adopted at all levels – in employing organisations, by individuals and across the labour market.

They do this by promoting the best, most forward-looking practices in human capital management, particularly those aimed at maintaining health, optimising work design, planning and delivery learning, and changing the structure of careers.

**Trade Union Disability Alliance – [www.tuda.org.uk](http://www.tuda.org.uk)**

The Trade Union Disability Alliance plays an important role in bringing together disabled members in trade unions at a time when they are under attack in and out of work.

**Trade Union Friends of Searchlight – [www.searchlightmagazine.com](http://www.searchlightmagazine.com)**

An arm of Hope not Hate mobilises everyone opposed to the BNP and EDL's politics of hate. It was formed in 2004 as a positive antidote to the BNP and has the support of the Daily Mirror, trade unions, celebrities and community groups across the country.

**Unite Against Fascism – [www.uaf.org.uk](http://www.uaf.org.uk)**

Unite against fascism was formed in late 2003 in response to electoral successes by the BNP. It began as a coalition that included the Anti-Nazi League, the National Assembly Against Racism, the Trades Union Congress and leading British unions.



# 2 Times, they are a-changing

This section details some of the government changes and reviews to equality and employment rights

---

## EMPLOYMENT RIGHTS

### The Red Tape Challenge

The Red Tape Challenge<sup>2</sup> website was set up by the Coalition government in April 2011 to challenge the public to ‘reduce unnecessary bureaucracy where it exists and consider alternatives to legislation’ in a number of areas including health and safety, environment and employment-related law. In response to a number of government consultations, UCU – along with the wider trade union movement – voiced concerns about the proposed changes. Proposed changes to employment rights would come into effect on different dates and include:

#### Rights to unfair dismissal protection

Changes in April 2012 which mean any employee, whose employment commenced after 6 April 2012, will not accrue the rights to claim unfair dismissal for two years.

#### Compensatory award

Reduction in the maximum compensatory award made for unfair dismissal. Changes included in the Enterprise and Regulatory Reform Act 2013 will give the Secretary of State powers to reduce compensatory damages from their current level of £72,300.

#### Questionnaires

Removal of statutory discrimination questionnaires used to establish if a claimant has a good claim of discrimination against them.

#### Without prejudice

The removal of the ‘without prejudice’ rule that allowed employer and employee to negotiate freely through solicitors or trade union representatives.

<sup>2</sup>[www.redtapechallenge.cabinetoffice.gov.uk/home/index/](http://www.redtapechallenge.cabinetoffice.gov.uk/home/index/)



### **Third-party harassment**

Employees will no longer be protected in law<sup>3</sup> from repeated racial, sexist, homophobic or other prejudice-based harassment of staff by third parties like service users, students, customers or clients, where the employer has failed to take reasonable steps to protect them.

### **Hearings**

Changes in April 2012 now mean that ordinary unfair dismissal cases will be heard by an employment tribunal (ET) judge rather than by a panel of lay members.

### **Fees**

Claimants to pay issuing and hearing fees before their ETs can be heard.

### **Employment tribunals**

Employment tribunals no longer able to recommend that an employer who is found guilty of unlawful discrimination take specific steps to prevent others suffering similar treatment as mentioned in the Queen's speech, May 2013.

### **The Enterprise and Regulatory Reform Act 2013**

The changes to the areas mentioned will appear in the Enterprise and Regulatory Reform Act 2013 which will include changes to the reform of the Equality and Human Rights Commission – see page 21.

The purpose of the Act is to:

- make provision about the UK Green Investment Bank
- make provision about employment law
- establish and make provision about the Competition and Markets Authority
- abolish the Competition Commission and the Office of Fair Trading
- amend the Competition Act 1998 and the Enterprise Act 2002
- make provision for the reduction of legislative burdens; to make provision about copyright and rights in performances
- make provision about payments to company directors.

The act received Royal Assent on 25 April 2013 and the following employment provisions will come into force on 25 June 2013:

- ensuring that the two-year qualification period for employment will not apply where the main reason for dismissal is the employee's political opinions or affiliation
- simplifying the procedures and costs of deciding tribunal cases
- new provisions on whistleblowing.

<sup>3</sup>Some local policies will include this



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

It remains unclear when the fees around employment tribunals will come into force with the best assessment being either October 2013 or possibly April 2014. The Fees Order has been published and can be viewed at:

[www.legislation.gov.uk/ukdsi/2013/9780111538654/pdfs/ukdsi\\_9780111538654\\_en.pdf](http://www.legislation.gov.uk/ukdsi/2013/9780111538654/pdfs/ukdsi_9780111538654_en.pdf).

The Department of Business, Innovation and Skills will publish a detailed timetable in due course.

On 6 April 2013, changes affecting the way collective redundancies are handled came into effect. These include:

- The reduction in the minimum consultation period where an employer proposes 100 or more redundancies at one establishment within 90 days. The minimum consultation period falls from 90 to 45 days. Please note that the change only affects cases where the employer's proposal is 'made' after 6 April 2013 (so expect plenty of challenges as to whether the old or new law applies depending on when the proposal was, or should have been, made).
- The scope of the collective redundancy consultation rules is also amended so as to exclude the expiry of fixed-term contracts from the calculation of the number of redundancies taking place in the relevant period.

In addition, as from 6 April 2013, statutory maternity pay (SMP) will increase to £136.78 and statutory sick pay will increase to £86.70.

ACAS has produced guidance on how to manage collective redundancies at:

[www.acas.org.uk/media/pdf/c/n/How-to-manage-collective-redundancies.pdf](http://www.acas.org.uk/media/pdf/c/n/How-to-manage-collective-redundancies.pdf)

## PROTECTING TRADE UNION RIGHTS

The attack on equality is coupled with the attacks on trade union rights in the workplace. UCU (and the wider trade union movement) is committed to ensure that our trade union rights are maintained. The Coalition government have, so far, have outlined proposed changes that will see:

- performance-related pay for teachers commencing September 2013
- a review of TUPE rights including:
  - service provision changes
  - employee liability information
  - restrictions on changes to terms of conditions and protection against dismissal
  - economic, technical or organisational reasons for dismissal
  - duty to consult and inform representatives



- allowing micro businesses to inform and consult employees directly regarding transfers, rather than through representatives, in cases where there is neither a recognised union nor existing representatives
- regional pay system
- cuts to facility time.

*Source: Institute of Employment Rights – Coalition timeline*

The Institute of Employment Rights (IES) is a think tank for the labour movement and a charity. It exists to inform the debate around trade union rights and labour law by providing information, critical analysis, and policy ideas through networks of academics, researchers and lawyers.

The IES has produced a timeline charting the introduction of policies, the airing of proposals and the calls of Tory backbenchers and right-wing think tanks that have threatened the rights of UK workers since the Coalition took power. This is a valuable resource tool that helps you to keep track of the changes being imposed by the Coalition government.

The timeline can be accessed at [www.ier.org.uk/resources/coalition-timeline](http://www.ier.org.uk/resources/coalition-timeline)

Groups such as the Trade Union Reform Campaign<sup>4</sup> have been instrumental in influencing government decisions to attack trade unions and associated activities. We must not, however, be defeated in our aim to challenge and oppose changes to trade union rights.

## **REFORM OF THE EQUALITY AND HUMAN RIGHTS COMMISSION**

The Equality and Human Rights Commission (EHRC) was included in the government's Public Bodies bill – the vehicle through which the government gained extraordinary powers to modify or abolish a wide variety of non-departmental public bodies without proper parliamentary debate. On 22 March 2011, the government launched a consultation on its plans to reform the EHRC proposing changes to their statutory duties and functions as set out in the Equality Act 2006 such as:

- ending its grants to charities or projects, disability groups and community organisations that are often the first port of call for victims of discrimination and harassment.
- losing its regional offices
- closing its helpline to the public, business and the public sector
- reducing its legal enforcement ability
- losing more than half its workforce.

<sup>4</sup>[www.turc.org.uk](http://www.turc.org.uk)



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### Section 3: general duty

UCU having being mandated by Congress resolution 16: Save the Equality and Human Rights Commission (UCU Congress 2012), has been lending support to the PCS union and Unite the Union, to save jobs and vital services of the EHRC. In particular, section 3 of the Equality Act 2006 was in urgent danger of being stripped away. Section 3 sets out the remit for the EHRC and states:

**The Commission shall exercise its functions under this Part with a view to encouraging and supporting the development of a society in which –**

- (a) **people's ability to achieve their potential is not limited by prejudice or discrimination**
- (b) **there is respect for and protection of each individual's human rights**
- (c) **there is respect for the dignity and worth of each individual**
- (d) **each individual has an equal opportunity to participate in society, and**
- (e) **there is mutual respect between groups based on understanding and valuing of diversity and on shared respect for equality and human rights.**

### **And now, for some good news!**

Following a campaign of trade unions, equality organisations, grass roots groups and supportive MPs, the House of Lords defeated the government by 210 votes to 180 to retain section 3.

The debate in the House of Lords heard an impassioned contribution from independent crossbencher Baroness Campbell of Surbiton, who moved the amendment to retain section 3. She said: *'The general duty symbolises our commitment to preventing the kind of injustice faced by the Lawrence family, or the routine abuse of disabled young people in institutions because of indifference and cruelty. It aspires to a society founded on dignity, respect and equality – notoriously absent in these cases. However, contrary to what Ministers claim, the general duty is not, in fact, merely symbolic. Its repeal could have major implications for the commission's role in monitoring equality and human rights.'*

Lord Lloyd of Berwick (crossbench peer) said *'... the government have not given one single solid reason why we should repeal a provision that both Houses were in agreement on as recently as 2006'*. Baroness Hussein-Ece (Liberal Democrat peer) went further to say *'... for these reason I profoundly disagree with the government's reasoning that they wish to repeal the general duty that originated as part of their Red Tape Challenge on the basis that it is a vague, unnecessary and obsolete provision from the Equality Act 2006. This is not red tape, and it costs business nothing. Where is the evidence of that? It is about vision and about the mission, principles that matter and are important. We cannot risk sliding back if we become complacent on these defining principles.'*

We believe the point was well made!



Could it be a coincidence that the decision to retain section 3 just happened to fall on the twentieth anniversary of Stephen Lawrence's murder and that the government, who had attended a memorial service earlier that day, would have had an extremely difficult job in explaining their reasons for its repeal? Whatever the reason, we must not lose momentum and neither must we be complacent.

Other areas of the Equality Act 2006 set for repeal and amendment are:

- **Repeal sections 10 and 19: Groups**

Section 10 imposes a duty on the Commission to promote good relations between members of different groups, and section 19, which gives the Commission powers

- **Repeals section 27: Conciliation**

Repeals section 27, which enables the Commission to make arrangements for the provision of conciliation in certain non-employment-related disputes; and

- **Amend Section 12: Monitoring progress**

Enabling the Commission to monitor and report every three years on progress in society relevant to the general duty in section 3, including a requirement to monitor and report on changes and developments in society which are consistent with its duties in sections 8 (Equality and diversity duties) and 9 (Human rights duties). It also reduces the frequency with which the Commission is required to publish a report on progress from every three to every five years.

## **EQUALITY ACT 2010: REVIEW OF THE PUBLIC SECTOR EQUALITY DUTY**

On 15 May 2012, the government announced that it would review the Public Sector Equality Duty (PSED) to establish whether the equality duty in the Equality Act 2010 is operating as intended.

The review focused on:

- a) how well understood is the PSED and guidance
- b) what are the costs and benefits of the PSED
- c) how organisations are managing legal risk and ensuring compliance with the PSED and
- d) what changes, if any, would ensure better equality outcomes (eg legislative, administrative and/or enforcement changes).

There was not a full public consultation as part of this review – instead, the government will:

- operate a thematic desk-based review
- use evidence gathered from literature and case law
- speak to a number of EU countries to seek information about mainstreaming equality
- involve the voluntary and community sector, trade unions, lawyers from a range of public bodies and equality and diversity practitioners.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

We have only highlighted a few areas of the review. To see the full scope, including its terms of reference and membership of the steering group, please visit

[www.gov.uk/government/policy-advisory-groups/review-of-public-sector-equality-duty-steering-group](http://www.gov.uk/government/policy-advisory-groups/review-of-public-sector-equality-duty-steering-group)

In summary, UCU's concerns include:

- The review is not only premature but is taking place within a short and ill-conceived consultation process.
- The review should happen when it was originally planned in 2015 to allow the duty time to be implemented and monitored. This is because the sectors in which UCU organise are only now adjusting to the new equality duty and it will be almost impossible to gather evidence of impact in relation to the protected characteristics that have only recently been included.
- The review is being overseen by a steering group that lacks any public service user or worker voice on it and no representation from the devolved administrations.
- The terms of reference were only published at the end of November 2012 and the review concludes in June 2013.

### **Trade unions' experience of the equality duty**

In November/December 2012 the TUC, together with the Labour Research Department, published an online questionnaire to seek examples and views from trade union workplace representatives and trade union officers on the effectiveness of the former equality duties or the current equality duty in S.149 of the Equality Act 2010. A brief overview of UCU responses is shown below:

#### **Information gathering and equality analysis**

*Response:* UCU Wales recently had an issue with an equality impact assessment (EIA) in relation to a redundancy exercise. In challenging the EIA, UCU Wales worked directly with the diversity and equality manager to create a process and guidelines on the completion of EIAs. When the EIA was reconsidered, a number of issues in relation to modules were identified, including the discovery that the modules that were considered for closure were mainly chosen by female students, while those that were 'safe' traditionally recruited mainly male students. Once this was identified, steps were taken to ensure that there was not a disproportionate effect on one gender.

#### **Better engagement**

*Response:* More engagement with LGBT community [a new group covered by the equality duty in the Equality Act 2010], and formation of new LGBT staff and student groups.

#### **Improved employment outcomes**

*Response:* UCU has supported and assisted the employer to draw up a reasonable adjustment policy in April 2011 but it has taken the employer 18 months to implement.

#### **What if the statutory duty did not exist?**

*Response:* We'd have even less leverage to protect our members in protected groups.





*Response: Catastrophic for both users and staff. A step back to the dark ages with students and staff unprotected by the wider community.*

*Response: [It would] undermine the good work that is being done and has been done to ensure that workplaces and society do not discriminate either directly or indirectly. It is not possible to have a 'quick win' when it comes to challenging systemic discrimination and therefore any duties should have an appropriate period of time to create the required cultural change around discrimination. Equality should be a central process that underpins all other work, it should not be a voluntary or peripheral add-on to the everyday work that organisations undertake.*

It is for these reasons that we are united with other trade unions, campaign groups and equality organisations to retain the PSED. The TUC response to the review which includes UCU members' views can be seen at:

[www.tuc.org.uk/tucfiles/571/TUCresponsePSEDreview.pdf](http://www.tuc.org.uk/tucfiles/571/TUCresponsePSEDreview.pdf)

**IMPORTANT!**

**We are reminded that a key intention of the equality duty is to tackle institutional discrimination and to mainstream equality to ensure that our public services meet the needs of all in our communities. The roots lie in the Macpherson Inquiry findings and recommendations into the Metropolitan Police Service's failure to properly investigate and prosecute the racist murder of Stephen Lawrence.**

The letters overleaf have been sent by UCU, the TUC, affiliates and equality organisations, Mrs Doreen Lawrence OBE and Dr Richard Stone OBE, all voicing concerns about the review of the Public Sector Equality Duty.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN



**Sally Hunt** General secretary  
Carlow Street  
London NW1 7LH

**Telephone** 020 7756 2500  
**Fax** 020 7756 2501  
**Email** shunt@ucu.org.uk

14 January 2013

Rt. Hon Maria Miller MP  
Secretary of State for Culture, Media and Sport, and  
Minister for Women and Equalities  
DCMS  
2-4 Cockspur Street  
London SW1Y 5DH

Dear Maria

### **Review of the Public Sector Equality Duty**

I am writing to express my union's grave concern at the review of the public sector equality duty. I have now seen the details of how this review is going to take place and have great concern that it will not be an objective, transparent or thorough exercise.

The review is not only premature but is taking place within a short and ill-conceived consultation process.

The review should happen when it was originally planned in 2015 to allow the duty time to be implemented and monitored.

This is because the sectors in which UCU organise are only now adjusting to the new equality duty and it will be almost impossible to gather evidence of impact in relation to the protected characteristics that have only recently been included.

UCU is concerned that this will lead to a further dilution of the intentions of the race equality duty (and gender and disability duties). The current duty at its best should be an effective tool for modern public services serving and employing diverse communities.

There is hardly any representation on the steering group of those whom the equality duty is intended to benefit only those who are meant to be held to account by it. We are additionally concerned that there is no representative from the devolved administrations on the steering group to properly take account of the different frameworks that exist in Scotland and Wales and the implications for those nations of any recommendations that may come out of it.



The timescale for carrying out the review is extremely tight. This does not instil confidence that there will be proper efforts to gather and properly consider evidence including from trade unions.

UCU urges you to hold a roundtable of public sector trade unions to inform the review. Also to ensure trade unions are involved in any discussions held with individual public sector organisations. UCU members have actively engaged with employers and sector bodies in using the duty. UCU is happy to help organise any representation in the higher and further education sectors.

UCU urges you to reconsider the time and the manner in which the review is being conducted.

Yours sincerely

Sally Hunt  
General Secretary



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### Letter from trade unions to the chair and commissioners of the Equality and Human Rights Commission

Chair and Commissioners  
Equality and Human Rights Commission  
3 More London  
Riverside Tooley Street  
London, SE1 2RG  
cc: Mark Hammond, Maria Millar, Helen Grant

Dear Chair and Commissioners

#### Looking forward – civil society's hopes for the Equality and Human Rights Commission

As organisations involved in working towards a more equal society in which individuals are not held back by discrimination or prejudice and a society in which there is respect for human rights, we take a great interest in the work and future of the Equality and Human Rights Commission.

We share the government's desire for a valued and respected national institution, integrating the functions of both a national equality body and national human rights institution. We believe that such a body has key roles to play in ensuring a healthy democracy, an inclusive society, effective public services and a thriving economy which draws upon everyone's talents and contributions.

We consider now to be the time, with a new Chair and Board, to look forward, not back and to make a fresh start. We stand ready to work with the EHRC as partners and allies nationally and regionally, using our unique influence to work with the Commission to help bring about a fairer and more equal society. In return we would expect to be engaged, involved and listened to. We would therefore welcome an early opportunity to discuss with the new board and staff the most appropriate ways to achieve this.

The new Board has a challenging task ahead. It will need to build respect for the organisation in a difficult climate and make its mark on equality and human rights with fewer resources and powers at its disposal. In our view, the Commission has an opportunity to become a valued and respected body if it fulfils the following:

1. **It should use the full range of its powers to tackle entrenched inequalities, institutionalised discrimination and risks to human rights:** We believe a core role of the Commission is to be an agent of social change. It should make full use of the powers at its disposal progressively to achieve the society envisaged in the present section 3 of the Equality Act 2006. Resources made available to the Commission to carry out its role must be both sufficient and predictable over reasonable time-frames. We would welcome the scrutiny of a Parliamentary Committee with reference to the adequacy of EHRC's budget.



2. **An upholder of values across society:** The EHRC is mandated by Parliament to promote respect and understanding regarding the importance of human rights and equality. We would welcome a much more robust approach by the Commission with respect to its responsibilities in this area given current levels of public misunderstanding, media misrepresentation and hostility.
3. **An independent body:** As an 'A' status national human rights institution (NHRI) and national equality body (NEB) we expect the EHRC to hold government to account and to do so credibly it must be both legally and operationally independent from government in law, in its relationship with state bodies and in its actions. The Commission should not have to seek the government's permission to use its own powers or decide its priorities and actions. The EHRC should not agree to accountability arrangements with its sponsor department which allow any government to interfere with this independence, nor should government seek to impose such rules (also see s.42, Equality Act 2006). We would strongly support efforts by the Commission to strengthen its relationship with Parliament and for Parliament to take a keen interest in ensuring the Commission's independence.
4. **An efficient, effective and transparent organisation:** We wish to feel confident that the Commission is making sound use of its budget and other resources and managing its finances effectively. To these ends we encourage the Commission to explore ways in which it can voluntarily demonstrate its independence through being more transparent and accountable for its own performance, such as more clearly defined strategic and business plan objectives. Our ultimate preference is for the Commission to be supervised by Parliament rather than Ministers and we would welcome the opportunity to work with the Commission to help move towards this model.

We hope you find this communication helpful and that it may form the basis of a discussion between ourselves and the Board and staff at the Commission in the near future.

We look forward to hearing from you.

Yours sincerely



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

**To The Rt. Hon David Cameron MP, The Rt. Hon. Nick Clegg MP, The Rt. Hon Edward Miliband, The Right Hon Alex Salmond MSP, The Rt. Hon Carwyn Jones AM**

### **Why are we writing this open letter about the Race Equality Duty?**

We – Doreen Lawrence OBE and Dr Richard Stone, OBE – both understand the reason why the Race Equality Duty was introduced following the Stephen Lawrence Inquiry. The Race Equality Duty, alongside the Disability Equality Duty and the Gender Equality, were replaced in 2010 by the Public Sector Equality Duty .

After some delay the Public Sector Equality Duty (PSED) came into force in April 2011 but now we understand that the PSED, which has been in force for just over 18 months in England, Scotland and Wales, is to be reviewed.

We are writing this open letter to you as party leaders and in your capacities as the most senior ministers of the Crown. We believe that you are all committed to challenging institutional discrimination, advancing equality, and fostering good relations. We also believe and that there is cross-party support for these commitments as there was for Race, Disability and Gender Equality Duties and the relatively new Public Sector Equality Duty.

We are particularly concerned about the planned review of the Public Sector Equality Duty since it incorporates the Race Equality Duty and a key legacy of Stephen Lawrence, and of the legacy of the 1997/99 Inquiry set up in his name.

### **What are our specific concerns?**

There has been no formal announcement or consultation with stakeholders in the voluntary and community sector about the terms of reference for the review; for who will oversee it; nor for the wider governance arrangements. However we are aware that it has been suggested that the review will be overseen solely or predominantly by those from the public sector or from the Government Equalities Office (GEO).

We note that a primary purpose of the Race Equality, the Disability Equality and Gender Equality Duties, and now the Public Sector Equality Duty, was, and is, to require public bodies to hold up a mirror, question their actions, address institutional discrimination, foster good relations and advance equality of opportunity.

We believe that the recent post-legislative review of the Freedom of Information Act, conducted by the Justice Committee, provides an important model for high quality, objective and transparent post-legislative scrutiny by Parliament.

In particular, that posts legislative review process:

- provided parliamentary and cross party scrutiny;
- reported formally to parliament;
- was a demonstrably transparent, objective, rigorous and evidence based process;
- allowed interested parties to submit written evidence and evidence in person where appropriate;



- recognised that those who are to be held to account by legislation may have radically different views when compared to those who wish to use the legislation to hold public bodies to account.

**What are we asking you to do?**

Please will you ensure that new body:

- Will be overseen by an appropriate parliamentary committee – for example, the Home Affairs Select Committee
- Or that it is overseen by an independent panel advised by those from the public sector, civil society and other interested parties
- That it is governed by clear published terms of reference;
- That it also follows best practice in terms of post-legislative review, as demonstrated by the Justice Committee’s post-legislative review of the Freedom of Information Act including:
  - taking written evidence and submissions;
  - commissioning relevant research;
  - committing itself to an evidence based review;
  - taking evidence in person;
  - publishing the evidence submitted and research commissioned to support and/or inform the review;
  - publishing its report and recommendations for consideration by the Government and parliament.

We hope that as party leaders and first ministers committed to challenging discrimination, advancing equality and fostering good relations, that you will ensure that the review of the Public Sector Equality Duty meets the highest standards that this Government and previous Governments have demonstrated.

Very sincerely

Doreen Lawrence OBE  
The Stephen Lawrence Charitable Trust, 39 Brookmill Road, Deptford SE8 4HU

Dr Richard Stone OBE, ROTA Patron  
Race on the Agenda, c/o VSC, International Press Centre, 76 Shoe Lane, London EC4A 3JB

cc The Rt. Hon Maria Miller MP  
Culture Secretary and Minister of State for Women and Equalities



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

This letter is supported by the following member organisations of the BME VCS coalition:



Race on the Agenda



Friends Families and Travellers



Black Minority Community Organisation Network



Black South West Network



Coalition for Racial Justice



OLMEC



Operation Black Vote



Runnymede Trust



MENTER



One North West



Voice4Change England



Equanomics UK



Race Equality Foundation



Just West Yorkshire





# 3 Time for action

This section gives useful information about what you can do at local level to raise awareness, get involved and further advance equality

---

UCU is a democratic organisation reliant to a large degree on the large-scale participation of its volunteer members. How effective we are as an industrial force and professional body, protecting our members, depends on how well our participatory structures work.

In April 2013, UCU general secretary, Sally Hunt wrote to all branches announcing the launch of Build the Union – a major organising campaign initiated by the National Executive’s Recruitment, Organising and Campaigning Committee (ROCC). The campaign aims to renew and revitalize our union and includes:

- a rolling campaign of nationally co-ordinated mailshots across the union. Already more than 200 branches have participated and we have recruited an additional 1,200 members
- a new initiative to activate more members in our branches, ‘UCU in your workplace’
- a new set of resources at our new Build the Union website to help our branches build membership and increase participation.

A key aspect of the Build the Union campaign is arguing with the government for investment rather than austerity and privatisation. UCU is working to build the broadest possible coalition, embracing all those who agree that investment in education will help to rebuild our economy and our society.

Further details of how you and your branch and workplace can get involved are detailed overleaf.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN



Dear colleague

**FAO All Branch and Local Association Presidents, Chairs and Secretaries:  
'Build the Union' Campaign:**

I am writing to you to update you on the launch of a major organising campaign, titled 'Build the Union', initiated by the NEC's Recruitment, Organising and Campaigning Committee ('ROCC') and to ask for your help.

This campaign has three strands:

1. A major new initiative to recruit local contacts in every work area
2. An ongoing, nationally coordinated recruitment campaign
3. A new set of resources to help branches build effective relationships with their members

**1. UCU in every workplace**

UCU is launching a new drive to increase the number of our members who are doing something active and meaningful for our branches, members who are then potential future reps.

The Recruitment and Organising committee (ROCC) of the NEC has launched this campaign following the latest report by Professor Jeremy Waddington. In brief Professor Waddington's survey showed that members are more likely to participate in industrial action and other union activities when there is a 'face of the union' in their immediate workplace.

Yet, as every branch officer knows, even the most supportive members are often uneasy about becoming a full UCU representative. As a result, in too many departments and workplaces there is no local UCU contact. In these circumstances, the workload of branch officers goes up and up and the union misses the opportunity to organise and recruit.

ROCC has some simple objectives: to increase the number of members who come forward to play an active role; to create a pool of people who may go on and become future reps; and to increase the 'on the ground' visibility of UCU at every level.

We are proposing to do this by working with you to recruit new 'local contacts'. In brief, a local contact is someone who:

- agrees to put up UCU posters and distribute leaflets and newsletters round staff rooms and departmental colleagues
- agrees to act as a point of contact between the branch and the department: passing information about issues in the department up to the branch and making sure they are taken up; distributing information from the branch to members and non-members
- may be prepared to ask non-members to join, either by emailing them, leafleting their offices or possibly door-knocking.



Many of you will already have people who are in this role in your local work areas and departments. But we're now aiming to build on this good practice by recruiting more contacts more systematically, in partnership with our branches.

#### **How we will support you**

UCU's campaigns team will contact members who have expressed an interest in getting more involved in the union, asking if they would be prepared to take on the role of local contact. We will then pass the names of these contacts to you so you can follow them up. To reassure you, no one will become a workplace contact without your agreement as the branch leadership.

When we send you the names and contact details of potential contacts, we would like you to look at which work area the member is from and wherever it is possible, and especially if there is no existing workplace rep, to contact the member, welcoming them as a local contact. You can copy a model text to use here: [http://btu.web.ucu.org.uk/?attachment\\_id=149](http://btu.web.ucu.org.uk/?attachment_id=149)

#### **How you can help**

We would also like you to map your departments and workplaces and identify the places with no contact. We would then like you to write to all the members in those workplaces asking for volunteers to become a contact (or a rep). You can use this model text here:

[http://btu.web.ucu.org.uk/?attachment\\_id=150](http://btu.web.ucu.org.uk/?attachment_id=150)

I will be in touch with you about this again soon but in the meantime, please read more about 'UCU in every workplace' here: <http://btu.web.ucu.org.uk/resources/>

#### **2. National recruitment drive**

You will already have seen the recruitment work taking place across the union in our regular branch and member communications. This includes a nationally coordinated campaign of mail shots to non-members. But as you know, there's no substitute for effectively organising recruitment in the workplace. You can find lots of resources to help you with this work here: <http://btu.web.ucu.org.uk/recruitment/>

#### **3. Build the Union website**

We are today launching a new website containing resources to help branches share best practice in communicating with their members and to ensure that members are participating effectively in the life of our union. I'd encourage you all to have a look and feed back to us, but we will contact you with regular features introducing our key new resources in more detail. The website can be accessed here: <http://btu.web.ucu.org.uk/>

Our future as a union able to protect our members in these hard times depends on how well we succeed. I can promise you that the national union will be providing every possible resource to help branches in this vital task.

Thanks for taking the time to read this.

**Sally Hunt**

**UCU General Secretary**

[www.btu.web.ucu.org.uk](http://www.btu.web.ucu.org.uk)



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### EQUALITY ORGANISING AND NETWORKING

UCU challenges discrimination on all levels, formulates policies and responds to consultations from a variety of stakeholders, including the government. That is why equality must never be seen as an ‘add-on’ or ‘something that only affects others’, but part of everything we as a movement and as trade union members do, whether that is recruiting new members, organising within our branches and local associations negotiating work-based policies for all, representing or supporting members or campaigning on issues that affect everyone, equality runs through everything.

Discrimination and victimisation takes place regardless of age, disability, gender identity, race, religion or belief, sex, sexual orientation, and our combined work goes toward ensuring that our colleges and universities are places free from institutional inequality. Equality is central to our work and how we support our members, and is reflected through our structures.

Section 2 of the UCU Rule Book states clearly these aims and objectives:

#### **2.4 To promote equality for all including through:**

- i. Collective bargaining, publicity material and campaigning, representation, Union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits and all other activities;**
- ii. The Union’s own employment practices;**

#### **2.5 To oppose actively all forms of harassment, prejudice and unfair discrimination whether on the grounds of sex, race, ethnic or national origin, religion, colour, class, caring responsibilities, marital status, sexuality, disability, age, or other status or personal characteristic;**

Equality is important in all aspects of our lives and work. Students and staff in colleges and universities reflect the diversity of our society through age, disability, gender identity, race, religion or belief, sex and sexual orientation. Members will find at different times that their age or religion or sexual orientation, for example, may affect the way they are treated at work.

Policies relating to equality issues serve to ensure that your college or university is committed to equality, ensuring that everyone is valued, motivated and treated fairly. However, the strength of these policies rests with how they are implemented, monitored and reviewed.

Branches and local associations should make sure that they have an understanding, not only of the Equality Act, but also be familiar with any negotiated policies and guidance on equality issues. Equality can be progressed by:

- ensuring that the branch and local association are consulted on policies and procedures applicable to staff
- challenging the college or university when unfair or discriminatory practices arise



- ensuring the equality legislation is followed as far as is possible, and keeping up to date on changes to equality legislation
- promoting good practice and negotiating for improvements in local agreements
- reviewing the branch committee members – are you reflecting the make-up of the institution? For example do you need to have a campaign to recruit more women members? Do you need to encourage more black members to become branch officers?
- establishing networks to aid additional support to specific groups (black members, women members, LGBT members and disabled members)
- being familiar with UCU guidance on equality issues and any agreements negotiated nationally
- having equality as a standing item on the branch committee agenda.

Organising within your branch or local association around issues of equality is vital in identifying workplace concerns and will contribute to the development of new activists.

An organised workplace will have:

- a high level of union membership and activity
- reps in all areas of the workplace (equality, health and safety, environmental etc)
- reps actively engaged in the branch/local association committee
- well attended branch/local association meetings
- members prioritising union activity and getting actively involved in it
- effective and regular communication between the union and its members
- UCU Reps on college/university equality committees engaging with members on changes to policies and negotiation with management.

### **Branch/local association organisation: model plan**

What should branches/LAs be doing? Here is a ten-point plan:

- 1 Ensure there is an equality committee in the college or university.
- 2 Ensure that there is a UCU representative on this committee.
- 3 Have an equality officer on the branch/LA committee, and get it established that she or he has the right to time off for relevant training.
- 4 Make sure that your college or university has adopted the nationally agreed policies. A full listing of agreements can be found on the UCU website in the pay and conditions section ([www.ucu.org.uk/index.cfm?articleid=1689](http://www.ucu.org.uk/index.cfm?articleid=1689)) under FE or HE conditions of employment.
- 5 Once adopted, negotiate on their proper implementation.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

- 6 Use the national pay agreements in both sectors as a vehicle in the campaign to get parity for hourly-paid lecturers.
- 7 Ensure that training is provided in working time for all your members to meet their responsibilities not to discriminate against students on the grounds of sex, race, disability, sexual orientation and religion or belief.
- 8 Make equality issues a standing agenda item at branch/LA meetings.
- 9 Ensure you have copies of all UCU's equality publications, and keep up to date with Equality News, sent every two months to branch/LA secretaries and branch/LA equality officers.
- 10 Make sure all your communications with members are accessible, friendly and welcoming to all.

### Regional equality networks

It is UCU policy to encourage the organisation of regional equality networks to act as a support mechanism for members who may feel isolated within their region.

The Equality committee agreed the following overarching principles to inform the work of regional equality networks:

- to provide access to information
- to promote advocacy at regional level
- to facilitate consultation and involvement
- to foster recognition of equality groups needs
- to provide for the exchange of informal advice and support where appropriate
- to disseminate opportunities for relevant training and events
- to facilitate and promote the development of equality activism at local, regional and national level
- to facilitate self-organised equality groups
- to facilitate the dissemination of good practice in equality activism
- to ensure the industrial relations agenda is both part of, and responsive to, equality networks.

Membership would be for UCU members only; they would not be focused on casework, and not a substitute for formal democratic union structures. Networks are subject to UCU rules and standing orders.

UCU has women's networks in Northern and Yorkshire & Humberside regions; black members' networks in the Northern region, and LGBT networks in Manchester and East and West Midlands. Scotland has established an equality and human rights commission that brings together all strands and equality activists. All networks operate differently with different support arrangements. If your region does not have a network – organise one!



Please email: [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) if you would like to receive further information or advice on how to establish an equality network. or if you would like to join our equality networks available for black members, disabled members, LGBT members and women members. Please put 'join [and the name of the network]' in the subject heading where you will receive information relating to that group.

### Equality campaigning

If you need assistance with an equality or recruitment campaign please contact our campaigns team at [campaigns@ucu.org.uk](mailto:campaigns@ucu.org.uk) – your query will be acknowledged immediately and someone will get back to you with a full response within two days.

## BECOMING A UCU EQUALITY OFFICER

UCU equality reps and officers work within branches to promote equality with the employer and union members. This could include looking at issues such as:

- flexible working
- absence management
- discriminatory practices and policies
- equal pay
- equality impact assessments.

Equality reps also ensure that UCU's national annual meetings, and any other relevant events and opportunities for women, black members, lesbian, gay, bisexual and transgender (LGBT) members and disabled members are publicised locally, that members from all groups are encouraged to participate, and that the branch maximises the opportunities for recruitment and organisation among all groups.

Equality reps are vital in developing and sustaining national and local equality networks.

UCU's *Equality Toolkit* contains valuable information for equality reps and anyone else interested in the field of equality; it can be downloaded from the UCU website at:

[www.ucu.org.uk/media/pdf/o/5/Equality\\_Toolkit.pdf](http://www.ucu.org.uk/media/pdf/o/5/Equality_Toolkit.pdf)

Details of training courses for equality reps can be found in the activists section of the UCU website or go to: [www.ucu.org.uk/4911](http://www.ucu.org.uk/4911) to locate your regional training contact.

### The role of the equality officer

UCU branches and local associations that have a high membership density and high level of activity tend to have better working conditions. They also tend to be more proactive in campaigning for improvements, rather than having to react to threats from the employer. In order for the membership to remain active, involved and informed, a branch/LA needs to elect representatives to take on different roles.

UCU model rule 8.1 states that: *Members will be elected to the following officer roles within the branch/LA: chair/president, vice-chair/vice-president, treasurer, secretary, membership secretary, equality officer.*



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

Section 8.6 in the model rules describes the role of the equality officer:

### 8.6 Equality officer

The equality officer will:

- 8.6.1 Have knowledge of and commitment to relevant issues, and be willing to undertake training according to the needs of UCU, monitor the implementation of equality policies within the institution, and, where appropriate, encourage and support local negotiations on equality matters
- 8.6.2 Monitor the volume and nature of personal casework which involves equality issues to ensure that the branch/LA has appropriate mechanisms in place for handling such cases
- 8.6.3 Where appropriate, provide information, encouragement and support to members about equality issues
- 8.6.4 Ensure that UCU's national annual meetings, and any other relevant events and opportunities for women, black members, lesbian, gay, bisexual and transgender members and disabled members are publicised locally, that members from all groups are encouraged to participate, and that the branch/LA maximises the opportunities for recruitment and organisation amongst all groups
- 8.6.5 Where appropriate, provide liaison between the branch/LA and UCU's equality structures

**In the absence of the equality officer, these duties will be performed by another officer or officers as the committee decides.**

The role of the equality officer can vary according to the size and makeup of the branch/LA. The model branch/LA plan (below) gives suggested a plan for a branch/LA to use. Not all the duties are exclusively those of the equality representatives in fact you probably won't have the time to undertake them all, so your branch/LA committee should agree areas of priority.

Further information on the role of the equality officer can be viewed at:  
[www.ucu.org.uk/media/pdf/j/8/equal\\_off\\_1.pdf](http://www.ucu.org.uk/media/pdf/j/8/equal_off_1.pdf)

### MODEL MOTION

The following motion can be tailored by branches and local associations to continue to promote the principles of trade unionism as well as a rallying call to engage non-members to be a part of the movement.

#### **Austerity and equality in multicultural Britain**

The government's Red Tape Challenge to 'reduce the unnecessary bureaucracy where it exists and consider alternatives to legislation', is nothing more than a gateway to remove protection for workers by dismantling and eroding our equality and employment rights. The constant attacks and scapegoating of the lowest paid in society, disabled people, working parents, students and those in receipt of state benefits –





many of whom are low paid workers being constantly vilified as scroungers, lazy or work shy – is creating a clear division within society while racist groups and organisations seize the opportunity to attack the communities where we live and work.

**We note:**

- the government's plans to divide and rule creating a society of 'them' and 'us' by blaming those most in need for the economic crisis
- the increase in activity from far right groups such as the English Defence League (EDL) and the British National Party (BNP) to use the current economic climate as a platform to malign and divide all communities

**We believe:**

- in a fair and equal society for all
- that all workers should be protected from discrimination, harassment and victimisation at work
- that assistance and support should be given to those in need.

**We resolve to:**

- continue to campaign against the unfair and destructive cuts being imposed by the government
- work collectively with other trade unions, through the TUC and campaigning groups to retain our equality and employment rights
- work with Unite against Fascism and Hope not Hate to promote multiculturalism and campaign against far right groups spreading their messages of hate and division especially when they try to use our colleges and universities as recruitment grounds.

## HOW ARE THE CUTS AFFECTING YOU?

UCU members are being squeezed in every direction as part of the action taken by the Coalition government in their bid to address the current economic crisis.

UCU members have seen:

- an increase in casualisation
- attacks on pensions
- redundancies on an unprecedented scale
- victimisation of trade union activists
- erosion of employment rights
- a weakening of equality to protect workers.

We want to know how the cuts are affecting you at home and at work. Your comments will form part of our wider campaign against the government's austerity measures.

**Email [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) or complete the slip on page 53 of this pack.**

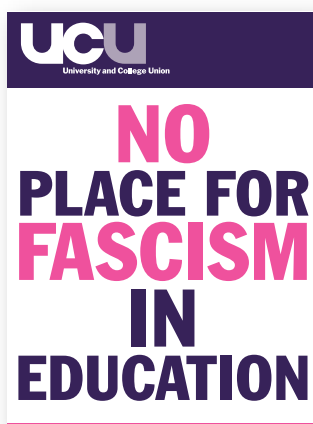
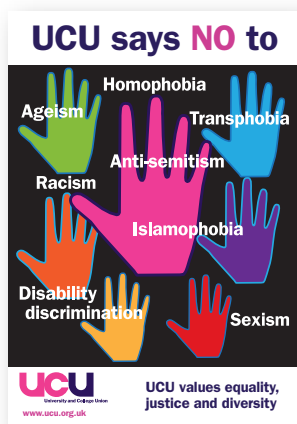


# AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

## EQUALITY RESOURCES

UCU members can request printed copies of any of the resources shown here by emailing [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) and Please remember to state the quantity required and your full postal details. Alternatively, the majority of our resources and publications can be downloaded from: [www.ucu.org.uk/equality](http://www.ucu.org.uk/equality)

Posters and stickers – the posters are available in A4 and A3 sizes



## Equality leaflet and notice

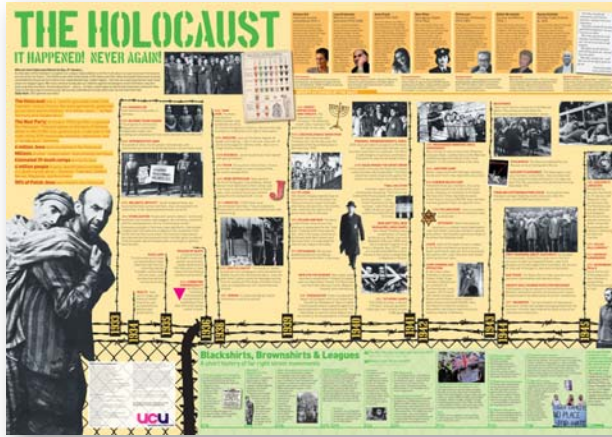


## Equality marching banner – available for hire

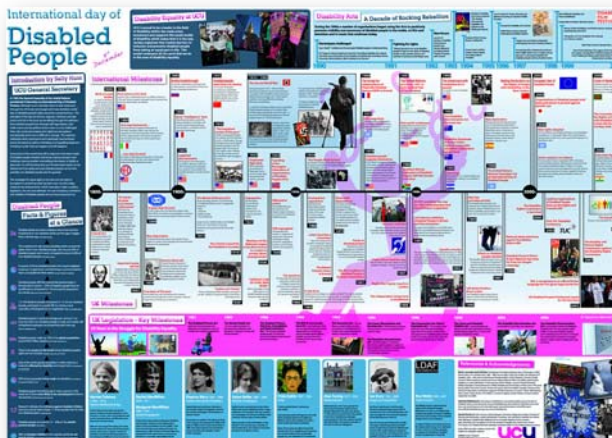




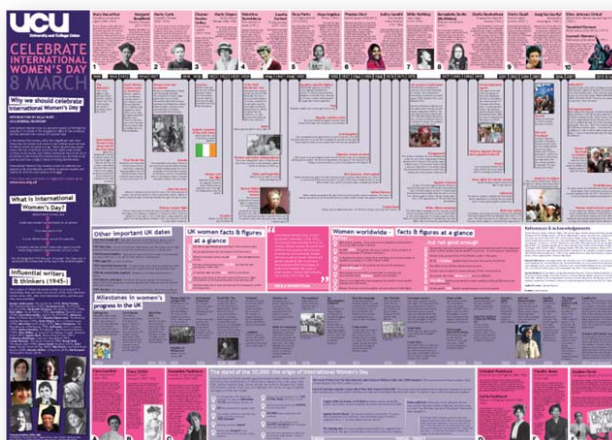
Wall charts



**Holocaust Memorial Day**  
Observed annually, 27 January  
Further material to commemorate Holocaust Memorial Day (including a short film, written testimonials and leaflet) can be seen at:  
[www.ucu.org.uk/6442](http://www.ucu.org.uk/6442)



**International Day of Disabled People**  
Observed annually, 3 December  
Further information on our work around disability issues can be obtained at:  
[www.ucu.org.uk/disabmem](http://www.ucu.org.uk/disabmem)



**International Women's Day**  
Observed annually, 8 March  
Further information on our work around women's issues can be obtained at:  
[www.ucu.org.uk/women](http://www.ucu.org.uk/women)



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### FIVE THINGS YOU CAN DO TO CAMPAIGN AGAINST FASCISM AND RACISM

- 1** Hold a lunchtime meeting at your college or university – involve other unions and student groups including the NUS.
- 2** Attend anti-fascist conferences or events.
- 3** Affiliate to **Unite against Fascism** or **Hope not Hate**.
- 4** Leaflet your workplace, train/underground station on the dangers of far-right groups.
- 5** Sign up to receive anti-fascist updates from UCU.





## THE STEPHEN LAWRENCE CHARITABLE TRUST FUND APPEAL

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 at: [www.justgiving.com/TUCslct](http://www.justgiving.com/TUCslct) or by text message. Text 'TUCS99' followed by the '£' symbol, then the amount to 70070.

You will 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 model motion below 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 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 supports young people and combats 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 among branch members
- 3 calling on members to make individual donations through the appeal page on the TUC website.

Proposed \_\_\_\_\_ Seconded \_\_\_\_\_



### The legacy of Stephen Lawrence

Speaking on the 20th anniversary of the murder of Stephen Lawrence, Symon Sentain, Chair of Trustees at the Stephen Lawrence Charitable Trust said: *'While there has been progress in the 20 years since Stephen's death, not enough has changed. Social justice remains the focus of the Trust and we will continue to campaign, ensuring the lessons from Stephens murder are acted upon. Britain cannot afford to waste talent. We need to have an inclusive and diverse workforce and encourage young people to transform their lives, overcome disadvantage and begin ambitious careers as professionals. However, in order to do this, government and statutory bodies need to lead the way and ensure that all public policies are fair, inclusive and meet the needs of diverse communities.'*

The Stephen Lawrence Charitable Trust also launched their five-point call to action:

**Not enough has changed in the last 20 years. Over the next 20 years the Trust, as architects of opportunity, believes Britain needs:**

- 1 An awareness that greatness can come from anywhere – Young people, whatever their background, inspired to success because they see people like themselves in senior roles shaping society.**
- 2 A realisation that Britain can't afford to waste talent – World class businesses succeeding globally because they have an inclusive and diverse work force – recruiting, nurturing and retaining talent from all walks of life, all communities.**
- 3 Government and statutory bodies to lead the way and publish transparent data on the demographics of workers and students to ensure that all public policies are fair, inclusive and meet the needs of diverse communities.**
- 4 Schools, further and higher education to embed race equality into their practice, meeting the Stephen Lawrence Quality in Education standard, so all students have confidence in themselves, their society and their potential for the future.**
- 5 An authoritative pledge should be developed and adopted to recognise the businesses that set the standard for creating a society of opportunity where young people from all communities can meet their full potential.**



The 20th anniversary of Stephen's death on 22 April 1993 is being commemorated throughout the year with a series of events to celebrate and mark Stephens's life and legacy. This includes the SL20 Live Concert at the O2 Arena, a gala ball and criminal justice lecture.

## COMMUNITY ACTION GROUPS AND OTHER CAMPAIGNS

If you want to campaign for equality and lend your support to the fight against government attacks, prejudice and ignorance, the front line is in your local community. If you want to get involved, there is a campaign or an organisation near you that needs your help.

If your branch is running a campaign, you should consider forming links with similar organisations who may share your concerns. For example, if your branch is campaigning on an education issue, there may already be other unions on campus such as Unite, Unison or NUT who you can join up with to strengthen your campaign.

Where should you turn to find out about activism in the community, and how can you encourage members in your branch to become active locally? You might find the following links useful:

### Get in touch with your local UCU branch

To find out about what campaigns they are involved with locally. Find your local branch contact at: [www.ucu.org.uk/index.cfm?articleid=3771](http://www.ucu.org.uk/index.cfm?articleid=3771)

### Trades Union Council

A labour council, trades council or industrial council is an association of labour unions or union branches in a given area. Search for the one operating in your area to find out about local campaigning and community action.

### Coalition of Resistance/People's Assembly against Austerity

The Coalition of Resistance is a broad united national campaign against cuts and privatisation in our workplaces, community and welfare services. It aims to develop a strategy for resistance to mobilise millions of people against the Con-Dem government. Visit [www.coalitionofresistance.org.uk](http://www.coalitionofresistance.org.uk) for a range of resources, including information on local action and how to get involved. UCU is affiliated to the Coalition of Resistance.

### Regional TUC

Your regional TUC office is a good source of information about local campaigns. For contact details of the office nearest to you: [www.tuc.org.uk/tuc/regions\\_main.cfm](http://www.tuc.org.uk/tuc/regions_main.cfm)

### Local newspapers

Often a useful source of information about a wide range of cuts locally, including cuts to jobs and services. Search their website for articles. Local BBC sites can also be a useful source of information.



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### **The Guardian Cutswatch Website – [www.guardian.co.uk/society/series/cutswatch](http://www.guardian.co.uk/society/series/cutswatch)**

This website can be searched by postcode and contains a whole series of interactive maps that you can search for cuts to different sectors.

These sites depend on reports from groups like UCU, so pass on any information you find to them too. The Guardian has also produced a guide on how to obtain information for your local anti-cuts campaign:

<http://politics.guardian.co.uk/foi/guide/0,,1379201,00.html>

### **Local Citizens Advice Bureau offices**

Law Centres and other local advice services can often provide local case studies and examples. Advice workers may monitor the sorts of enquires they receive and can tell you if there is a changing pattern. Visit [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

UCU is affiliated to a number of organisations who work for equality and carry out work in the local community. They are always looking for volunteers or ways to link up with UCU on community campaigns. A list of UCU affiliations can be found on page 16.





# 4 Contacts, links and blogs

This section lists useful contacts and links to some of the documents referred to in this campaign pack

---

## CONTACTS

### UCU Equality Unit

UCU has a national team of staff with expertise and involvement in the whole equality agenda. They implement the policies and priorities determined by members through the democratic lay structures. The team, all based in London, are:

**Helen Carr** – [hcarr@ucu.org.uk](mailto:hcarr@ucu.org.uk)

National Head of Equality

**Seth Atkin** – [satkin@ucu.org.uk](mailto:satkin@ucu.org.uk)

Equality Support Official with specialism for lesbian, gay, bisexual and trans equality and age equality

**Chris Nicholas** – [cnicholas@ucu.org.uk](mailto:cnicholas@ucu.org.uk)

Equality Support Official with specialism for race and religion or belief

**Charlotte Nielsen** – [cnielsen@ucu.org.uk](mailto:cnielsen@ucu.org.uk)

Equality Support Official with specialism for gender

**Sharon Russell** – [srussell@ucu.org.uk](mailto:srussell@ucu.org.uk)

Equality Officer

**James Taylor** – [jtaylor@ucu.org.uk](mailto:jtaylor@ucu.org.uk)

Equality Administrator

University and College Union, Carlow Street, London NW1 7LH  
020 7756 2500 [www.ucu.org.uk](http://www.ucu.org.uk)

---



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### **Other equality contacts**

#### **Equality and Human Rights**

##### **Commission – Cardiff**

3rd floor  
3 Callaghan Square  
Cardiff CF10 5BT  
02920 447 710\*  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

#### **Equality and Human Rights**

##### **Commission – Glasgow**

151 West George Street  
Glasgow G2 2JJ  
0141 228 5910\*  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

#### **Equality and Human Rights**

##### **Commission – London**

Fleetbank House  
2-6 Salisbury Square  
London EC4Y 8JX  
020 7832 7800\*  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

#### **Equality and Human Rights**

##### **Commission – Manchester**

Arndale House  
The Arndale Centre  
Manchester M4 3AQ  
0161 829 8100\*  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

#### **Campaign for Trade Union Freedom**

1 Islington  
Liverpool L3 8EG  
0151 207 5264  
[www.tradeunionfreedom.co.uk](http://www.tradeunionfreedom.co.uk)

#### **Hope not Hate**

PO Box 67476  
London NW3 9RF  
020 7681 8660  
[www.hopenothate.org](http://www.hopenothate.org)

#### **Institute of Employment Rights**

4th Floor  
Jack Jones House  
1 Islington  
Liverpool L3 8EG  
0151 207 5265  
[www.ier.org.uk](http://www.ier.org.uk)

#### **Runnymede Trust**

The Runnymede Trust  
7 Plough Yard  
Shoreditch  
London EC2A 3LP  
020 7377 9222  
[www.runnymedetrust.org](http://www.runnymedetrust.org)

#### **Stephen Lawrence Charitable Trust**

Stephen Lawrence Centre  
39 Brookmill Road  
London SE8 4HU  
020 8100 2800  
[www.stephenlawrence.org.uk](http://www.stephenlawrence.org.uk)

#### **Trades Union Congress**

Congress House  
Great Russell Street  
London WC1B 3LS  
020 7636 4030  
[www.tuc.org.uk](http://www.tuc.org.uk)

#### **Unite against Fascism**

PO Box 68229  
London SW1P 9WZ  
020 7801 2782  
[www.uaf.org.uk](http://www.uaf.org.uk)

\* non-helpline numbers only



## LINKS

UCU produces key publications and other important documents on equality issues for branches and local associations. These can be found on our web page as follows:

**UCU equality: latest news**

[www.ucu.org.uk/equality](http://www.ucu.org.uk/equality)

**UCU equality: resources**

[www.ucu.org.uk/2131](http://www.ucu.org.uk/2131)

**UCU equality: black members**

[www.ucu.org.uk/blackmem](http://www.ucu.org.uk/blackmem)

**UCU equality: disabled members**

[www.ucu.org.uk/disabmem](http://www.ucu.org.uk/disabmem)

**UCU equality: LGBT members**

[www.ucu.org.uk/lgbtmembers](http://www.ucu.org.uk/lgbtmembers)

**UCU equality: women members**

[www.ucu.org.uk/women](http://www.ucu.org.uk/women)

**UCU equality: publications**

[www.ucu.org.uk/eqpubs](http://www.ucu.org.uk/eqpubs)

### Equality legislation

Equality legislation is changing at a fast pace. The changes mentioned in this campaign pack will appear in the Enterprise and Regulatory Reform Act.

**Equality Act 2006**

[www.legislation.gov.uk/ukpga/2006/3/pdfs/ukpga\\_20060003\\_en.pdf](http://www.legislation.gov.uk/ukpga/2006/3/pdfs/ukpga_20060003_en.pdf)

**Equality Act 2010**

[www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga\\_20100015\\_en.pdf](http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf)

**Enterprise and Regulatory Reform Bill**

This is currently a bill and has not yet reached Royal Assent when it becomes an Act. Details of the passage of the bill can be located below.

<http://services.parliament.uk/bills/2012-13/enterpriseandregulatoryreform.html>

### TUC briefings

The TUC regularly issues briefing documents covering a number of topics – we have selected a two mentioned in this campaign pack. Visit the TUC website for further updates at [www.tuc.org.uk](http://www.tuc.org.uk)

**Two steps forward, one step back: How the Coalition is dismantling our equality infrastructure – TUC briefing August 2012**

<http://www.tuc.org.uk/equality/tuc-21425-f0.pdf>



## AUSTERITY AND EQUALITY IN MULTICULTURAL BRITAIN

### **Public Sector Equality Duty Review**

**TUC response to GEO Call for Evidence – 19 April 2013**

<http://www.tuc.org.uk/tucfiles/571/TUCresponsePSEDreview.pdf>

### **ACAS Guidance: How to manage collective redundancies**

<http://www.acas.org.uk/media/pdf/c/n/How-to-manage-collective-redundancies.pdf>

## **BLOGS**

### **Touchstone**

[www.touchstoneblog.org.uk](http://www.touchstoneblog.org.uk)

An informal blog by TUC staff about policy issues that are in the news, or ought to be. This blog covers public policy and closely connected topics.

### **Stronger Union**

[www.strongerunions.org.uk](http://www.strongerunions.org.uk)

Stronger Unions is a news and comment blog about the UK trade union movement, managed by the TUC. We aim to be a central resource on the web for people wanting to find out about what unions are doing, and a community for people to contribute their own thoughts on developments for our movement.

### **Institute of Employment Rights**

[www.ier.org.uk/blog/home](http://www.ier.org.uk/blog/home)

The Institute of Employment Rights is a think tank for the labour movement and a charity.

They exist to inform the debate around trade union rights and labour law by providing information, critical analysis, and policy ideas through their network of academics, researchers and lawyers.

### **False Economy**

[www.falseeconomy.org.uk](http://www.falseeconomy.org.uk)

False Economy is for everyone concerned about the impact of the government's spending cuts on their community, their family or their job. It is brought to you by local campaigners, those who rely on or support good public services and those who work to supply them.

False Economy's supporters want to build the broadest possible movement that can get the government to change direction.



**New Economics Foundation**

[www.neweconomics.org/mythbusters-britain-is-broke](http://www.neweconomics.org/mythbusters-britain-is-broke)  
[www.neweconomics.org/mythbusters](http://www.neweconomics.org/mythbusters)

Knowledge of politics, economics and the labour market are essential tools in the fight against racism. The New Economic Foundation has been undertaking an economic myth busting project via their blog

**The Equality Trust**

[www.equalitytrust.org.uk](http://www.equalitytrust.org.uk)

The Equality Trust works to reduce income inequality in order to improve the quality of life in the UK.



**I WANT UCU TO FURTHER ADVANCE EQUALITY BY...**

Complete and return this slip to tell us of three areas where you would like to see UCU further advance equality for its members in the workplace.

1 \_\_\_\_\_  
\_\_\_\_\_

2 \_\_\_\_\_  
\_\_\_\_\_

3 \_\_\_\_\_  
\_\_\_\_\_

Return this slip to: UCU Equality unit, Carlow Street London NW1 7LH  
Alternatively, send your ideas in an email to: [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)





