



Living and Studying in Manchester: What Might be Different For You?

Paul Marks-Jones
Equality and Diversity
Advisor

thinkdifferently equality and diversity

Outline of Session

- Why Diversity?
- Diversity and the University
- What about you?
- What is it?
- How it may differ to what you're accustomed to
- Student Diversity
- Student Experience
- Support Available
- What can you do?

Why Diversity?

- Human rights, culture & lifestyle
- Equality Act 2010
- Inclusive environment
- Reflective of aims

Diversity and the University

- Manchester 2020 Strategic Vision
- Equality Objectives
- Encourage talent
- Committed to a representative workforce
- Removing barriers to participation
- Equality of opportunity
- Attract the very best students

What about you?

- Better working and studying environment – Improved student experience
- Improves the status of the University
- Leads to a more vibrant staff and student population
- Reflects the local environment

What is it?



Stereotyping



International Students

Nearly 12,000 international UG/PG students from over 180 countries*

1	China	6410
2	Malaysia	804
3	India	469
4	Nigeria	337
5	Saudi Arabia	292
6	Hong Kong	244
7	Indonesia	216
8	Pakistan	171
9	Taiwan	159
10	Korea	151

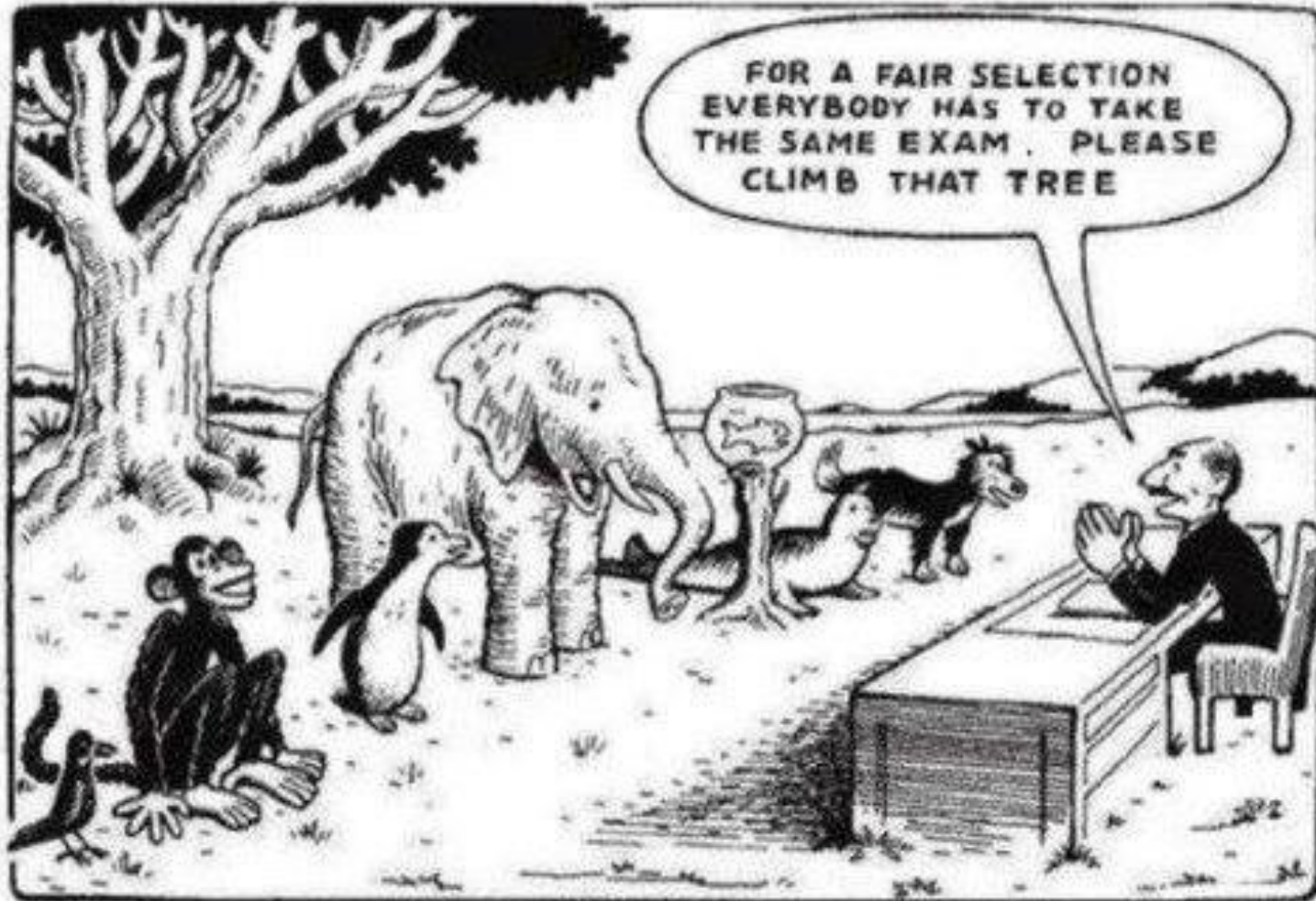
The Equality Act Protected Characteristics

- **Age**
- **Disability**
- **Gender** (Men and Women)
- **Marriage and Civil Partnership**
- **Pregnancy and Maternity**
- **Race** – Black and Minority Ethnic (BME)
- **Religion or Belief** (Including lack of belief)
- **Sexual Orientation** – Lesbian Gay Bisexual
- **Gender Reassignment** – Trans

The University

- Has a general duty to tackle discrimination, victimisation and harassment, advance equality and foster good relations.
- All of the 9 protected characteristics are covered

Equal Treatment



If you judge a fish by its 'ability' to climb a tree, it will spend its entire life believing its stupid - Albert Einstein

The Equality Act Protected Characteristics

- The University must demonstrate in all its functions, including:
- Employment
- Education
- Provision of facilities, goods and services

Protected Characteristics

- Disability
- Using your cards – **green** for 'yes' and **red** for 'no', answer this question:

Do you know a disabled person?

Protected Characteristics

- Disability

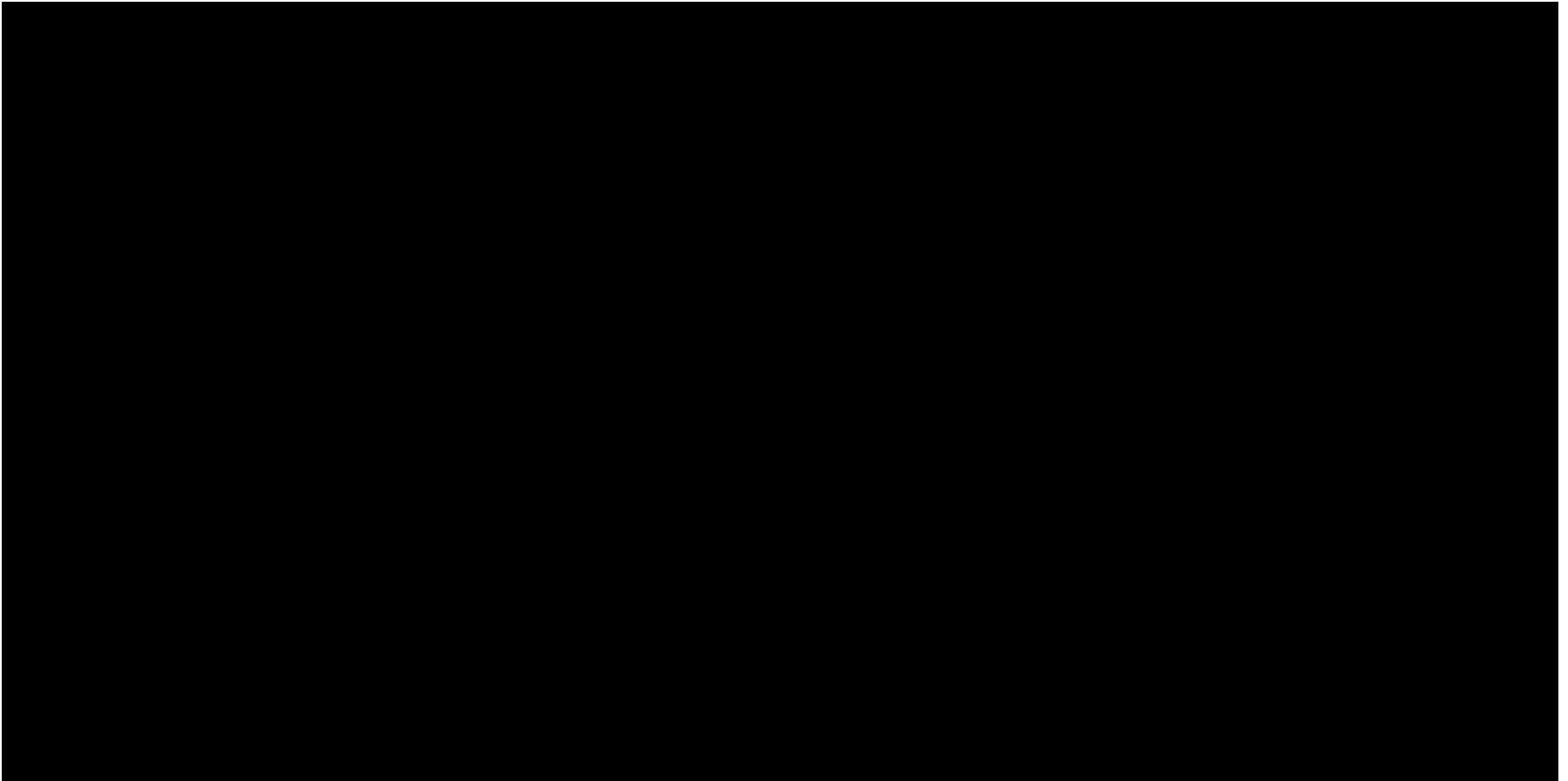
“...anyone who has a physical, sensory or mental impairment, which has a substantial and long term adverse effect on their ability to carry out normal day-to-day activities.”

Disability



Manchester's New Student Diversity

Alba – Blind student from Spain



Protected Characteristics

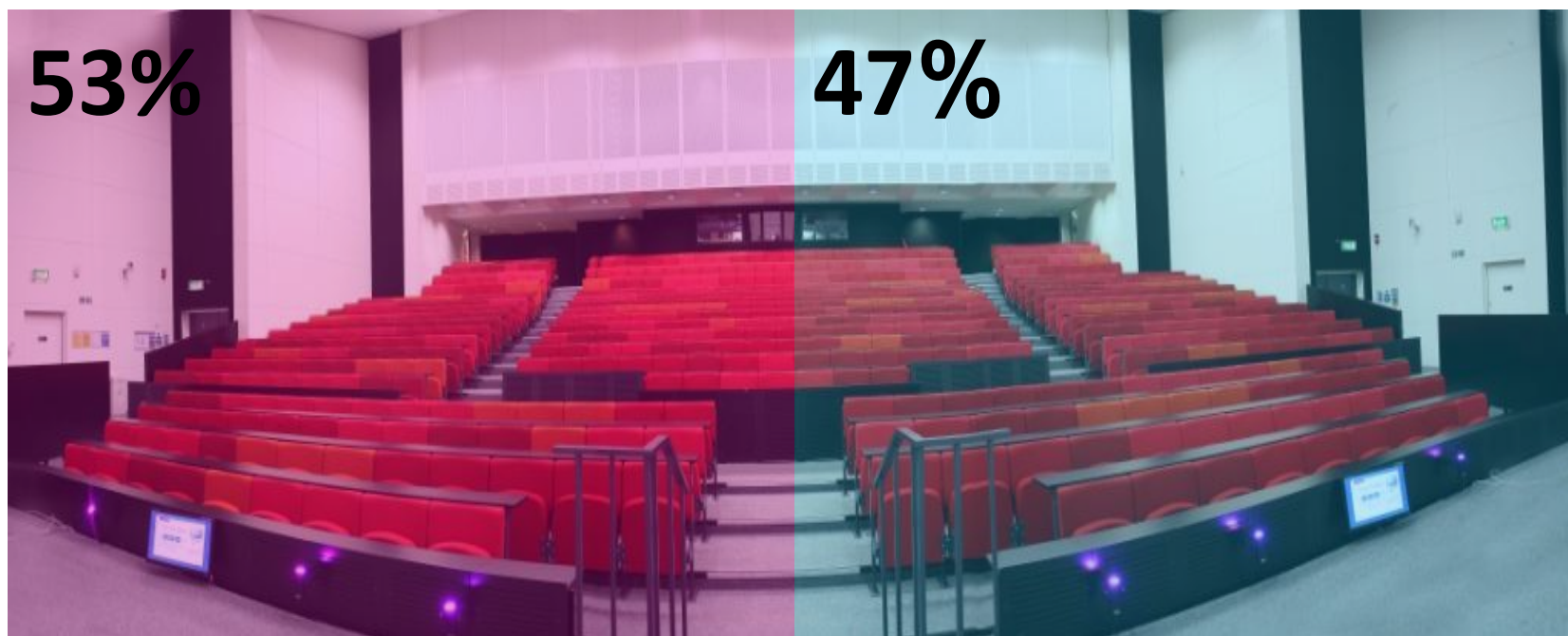
- Gender
- Using your cards – **green** for 'yes' and **red** for 'no', answer this question:

Do males and females have equal rights in your country?

Protected Characteristics

- Gender
- Men and Women

Gender



Protected Characteristics

- Race
- Black and Minority Ethnic (BME)

Black and Minority Ethnic (BME)



Protected Characteristics

- Sexual Orientation
- Using your cards – **green** for 'yes' and **red** for 'no', answer this question:

5% of people in the UK identify as LGB – do you think this is accurate?

Manchester's New Student Diversity Lesbian, Gay and Bisexual (LGB)



estimated

Protected Characteristics

- Sexual Orientation
- Lesbian Gay Bisexual (LGB)
- Trans

Manchester's New Student Diversity

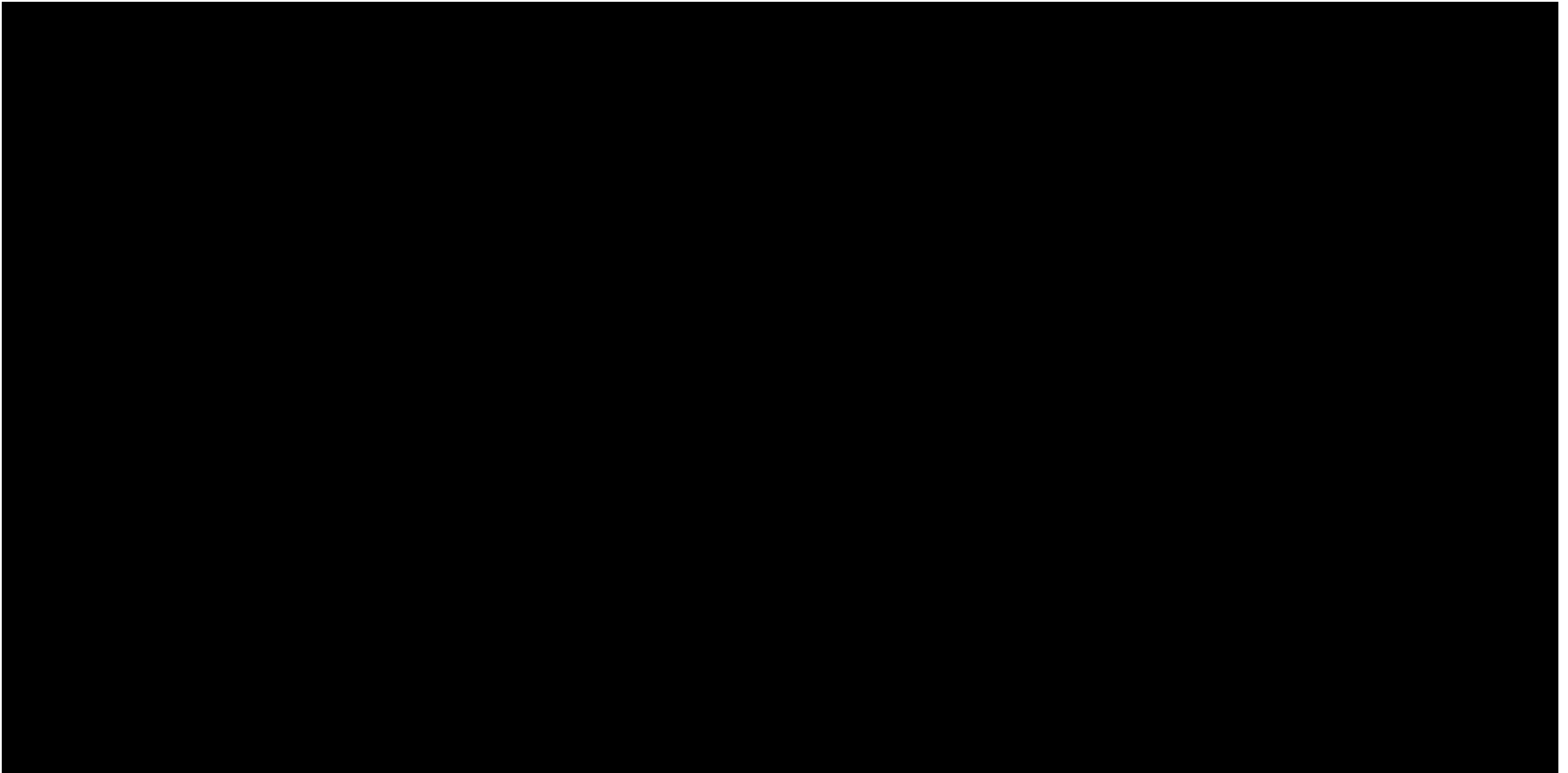
Trans



estimated

Manchester's New Student Diversity

Yang - China



Manchester Pride

U o M ♥ You

Protected Characteristics

- Religion or Belief
- Includes lack of belief

Protected Characteristics

- Religion or Belief
- Using your cards – **green** for 'yes' and **red** for 'no', answer this question:

Is your home country considered a 'multifaith' country?

Manchester's New Student Diversity

Religious



estimated

Religion

Religion/Belief	Manchester	UK
Christian	62.4%	71.7%
No Religion/Belief	16%	14.6%
Muslim	9.1%	3.1%
Hindu	0.7%	1.1%
Sikh	0.4%	0.7%
Jew	0.8%	0.5%
Buddhist	0.5%	0.3%
Other	0.3%	0.3%

What are we doing at Manchester?

- Dignity at Study and Work
- Training
- E&D Forum (twice yearly)
- Mediation Service
- Disabled Two Ticks
- Disabled Go App
- Stonewall
- Athena SWAN
- Time to Change
- Diversity Calendar - themed months & events
- International Society



We Get It Campaign

- University's zero tolerance campaign to harassment
- Harassment comes in any form, from groping to unwanted comments, or simply just “banter”
- It can occur anywhere such as a bar or a nightclub, or from a lecture hall to halls themselves
- Our students have the right to study, socialise and live in a safe, supportive environment
- Most people don't take acts of harassment very seriously. We do, and so should you





- You can report any form of bullying and harassment – even anonymously
- Should you witness or experience harassment, report it and it will be dealt with immediately by a specially trained advisor
- The Report and Support Button can be accessed online by anybody

<https://survey.manchester.ac.uk/pssweb/index.php/767652/lang-en>

Support Available

- Equality and Diversity
- International Office
- Dignity at Study Advisors
- Students Union
- Disability Support Office

What can you do?

- Equality and diversity online training module
- Keep an open mind
- Enjoy the diversity Manchester has to offer
- Ask questions
- Visit My Manchester -
www.studentnet.manchester.ac.uk/equality-and-diversity