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British Airways Christian employee wins case

A British Airways employee did suffer discrimination at work over her Christian beliefs, the European Court of Human Rights (ECHR) has ruled.

Nadia Eweida took her case to the ECHR after BA made her stop wearing her white gold cross visibly.

The court said BA had not struck a fair balance between Ms Eweida's religious beliefs and the company's wish to "project a certain corporate image".

It ruled the rights of three others had not been violated by their employers. But they said Ms Eweida's rights had been violated under Article 9 of the European Convention on Human Rights.

The four Christians had brought cases against the UK government for not protecting their rights but ministers, who contested the claims, argued that the rights of the employees were only protected in private.

Ms Eweida, 60, a Coptic Christian from Twickenham in south-west London, told the BBC she was "jumping with joy" after the ruling, adding it had "not been an easy ride".

British Airways said its uniform policy was changed in 2007 to allow Miss Eweida and others to "wear symbols of faith" and that she and other employees had been working under these ar-

rangements for the last six years.



The University of Manchester is supportive of staff or students, who wish to wear religious or cultural dress. It welcomes the visible diversity to the campus.

You can find a copy of the religious observance guidance on the Equality and Diversity website:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/equality-groups/religion-belief/

Welcome!



Welcome to our first of many newsletters!

In our first bumper edition we want to showcase some of the major projects we're working on in the Equality & Diversity Unit.

It's surprising just how frequently diversity issues have been popping up in the news recently and this reminds us just how fortunate we are to work and study in an inclusive environment.

Our team is here to support everyone at the University - staff and students - and we hope that the resources we have available for you are useful. We're always looking at innovative ways to engage with our audience, so if there's anything you'd like us to consider or concentrate on, please use the contact details to get in touch.

Patrick Johnson - Head of Equality & Diversity



The Athena SWAN charter recognises the commitment to gender equality, good management practice and the advancement, and promotion, of careers of women in science, technology, engineering, maths and medicine (STEMM) in higher education.

The University of Manchester was awarded a Bronze Athena SWAN Award in 2008 and this was renewed in November 2011. Our 15 STEMM Schools

Athena SWAN

across the University can now apply for their own Bronze and Silver Awards.

Our current award holders are:

The Faculty of Life Sciences (Silver), the School of Chemical Engineering and Analytical Science (Silver), School of Pharmacy & Pharmaceutical Science (Bronze) and The School of Chemistry (Bronze).

The Athena SWAN Award enhances both the internal and external

reputation of the University, and its Schools, with the commitment to a long term cultural change which will benefit all staff.

To find out more about the Athena SWAN Charter and its principles please contact the Athena SWAN Coordinator, [Dr. Helen Dutton](mailto:Dr.Helen.Dutton@man.ac.uk) on 0161 306 5879

or visit

www.staffnet.manchester.ac.uk/services/equality-and-diversity/athenaswan/

“Think Differently Campaign”

Throughout 2013 we are asking everyone at the university to 'think differently'. Whether you are a member of staff, a student or a visitor you will be able to contribute to this important campaign. Discrimination, bullying and harassment come in many guises, all of which are unacceptable to the university and which have no place in a civilised working and learning environment.

There will be a number of activities taking place and you can find out more by visiting www.manchester.ac.uk/thinkdifferently

We hope that as many people as possible will be involved - everyone can make a valuable contribution to assist us in eradicating any form of discrimination, bullying or harassment. By participating you can proudly proclaim 'i think differently'.

Have you updated your *Data* in MyView?



Information about disability, race, religion or belief and sexual orientation helps us produce **anonymous** statistical reports.

These reports provide the evidence we use to direct time and resources to projects that promote equality of opportunity for all.

We are asking all staff to log onto **MyView** and update their data, click on:

- ◆ Personal details
- ◆ Equal opportunities data

www.staffnet.manchester.ac.uk/employment/myview

Calendar Activities (past and present)



JANUARY

Religion and Belief - Hinduism

We are lucky to work in a

multi-cultural, multi-faith establishment and we should embrace this diversity, learn from other religious festivals and be prepared to adapt our timetables and schedules wherever possible.



FEBRUARY

LGBT History Month

With a focus on

maths, science and engineering we used this month to raise the profile of LGBT people in education with a number of different events including seminars and film screenings.



International Women's Day

MARCH

International Women's Day- 8 March

International

Women's Day gives us the opportunity to recognise women's rights and strive for gender equality.

'Wellbeing Week' runs from 6-20 March and is designed for staff and students to try out new ways of improving mental and physical wellbeing.

"It is important we recognise and respect the values and beliefs of every individual at the University. By embracing diversity we can learn a lot about ourselves and others and work and study in an inclusive environment."

Dame Professor Nancy Rothwell



APRIL

Age

The term 'ageism' is a recently

coined word and many people believe it relates only to the 50+ group. Age discrimination can affect us all and in different ways. Common phrases around 'the old' and 'the young' show just how deep rooted stereotypes about age can be. It is important that we break the stereotype habit.



MAY

World Diversity Day

World Day for Cultural Diversity for Dialogue and Development is held annually on 21 May to help people learn about the importance of cultural diversity and harmony.

21st May Diversity in the Workplace guided training session.

JUNE

Mental Health Awareness



It is important for us to all

understand that some people suffer from non-physical disabilities, yet these are not always acknowledged by co-workers which can lead to people being isolated and excluded from activities.

International Women's Day

There will be a number of events celebrating the role of women at The University of Manchester.

- ◆ 10.30am-12noon Arthur Lewis Foyer Cake sale— raising money for Central Manchester Women's aid
- ◆ 11am-12.30pm Samuel Alexander Building S1.7 'Working at The University of Manchester -what's available for me?'
- ◆ 12.15-2pm Humanities Bridgeford Street 1.69/1.70—'Representation of Women' with special guests speakers Prof Helen Beebe (Philosophy) and Prof Colette Fagan (Sociology)
- ◆ 1-2pm Manchester Museum 'Women in Science Now and Then' Join three leading ladies from the Wellcome Trust Centre for Cell-Matrix Research for a panel discussion over coffee and cake to find out just what it is like being a women in the competitive world of biomedical research. (booking required: museum@manchester.ac.uk)
- ◆ 3-6pm Stopford Lecture Theatre 3 'Women on Top: Breaking Down Barriers in Pharmacy' (booking required: <http://pharmacyuom.eventbrite.co.uk/>)

Network groups

The University has a number of staff network groups which are facilitated by the Equality & Diversity Team.

Each group meets regularly and have individual agendas and terms of reference. They are a fantastic way to network with people from all over the University, build contacts, share experiences, arrange events and socialise.

Every member of staff is invited to join any of the staff network groups. Although you may not fall into any of the 'equality areas' represented in the current staff network groups, you may have an interest or simply wish to offer support or find

out more about how the groups work.

The groups are always looking for new members input and ideas, so please contact Equality and Diversity Team.

Here are some of the existing network groups:

- ◆ Black and Minority Ethnic Staff Network
- ◆ Disabled Staff Network
- ◆ Lesbian, Gay, Bisexual, Transgender Staff Network
- ◆ International Staff Network

- ◆ Peer Support Group for Women Returning from Maternity Leave
- ◆ Women in IT
- ◆ Women in Life Sciences Group
- ◆ WISSET (Women in Science, Engineering & Technology)
- ◆ Muslim Staff Network
- ◆ The Christian Higher Education Network
- ◆ Buddhist Staff Network

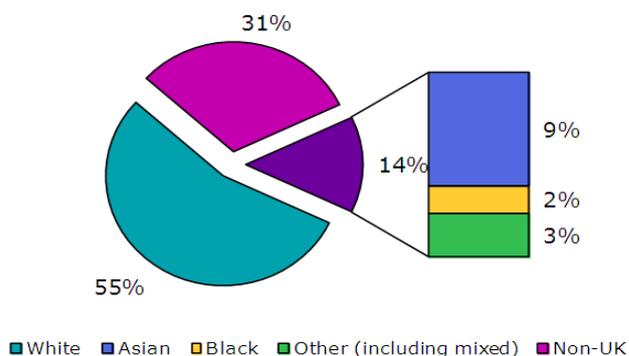
For more information please visit:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/

Did you know ... at The University of Manchester 20% of Professors are female and 8% are from a Black and Minority Ethnic background. Within the University's new Strategic Plan, Manchester 2020, there is a measure within Social Responsibility that female and BME staff at senior lecturer and above should be reflective of the lecturer pool. The aim is to have 45% female Professors and 16% BME Professors by 2019-20.

EQUALITY DATA

Current students by nationality and race 2012/13



In each newsletter we will present a different piece of data. In this issue we look at students.

One of the University's equality objectives is to identify and attract outstanding students based on their educational potential and merit, irrespective of background, through our pioneering [Manchester Access Programme](#).

For general enquiries please email: equalityanddiversity@manchester.ac.uk

or call 0161 306 5857/07943 600 656

www.staffnet.manchester.ac.uk/services/equality-and-diversity