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Equal Marriage Update

In February 2013 MPs voted overwhelmingly – by 400 to 175 - to support marriage equality in England and Wales. This was an enormously welcome first step toward securing this final measure of legislative equality.

However, we're crystal clear that considerable opposition remains. The Bill has now progressed to Committee stage where MPs are able to scrutinise the proposals in detail and sadly we've already seen dozens of wrecking amendments. Thankfully, so far, these attempts to undermine equality have failed. But there's still a long way to go and we face, as always, a tough fight in the House of Lords.

In April the Marriage (Same Sex Couples) Bill have had its Third Reading in the Commons. In early June the House of Lords defeated a wrecking amendment which aimed to kill the Marriage (Same Sex Couples) Bill. The Bill now heads to a Committee of the whole House of Lords where we can expect continued vocal and often deeply offensive opposition to these modest proposals.

For more updates go to the Stonewall website:

www.stonewall.org.uk/media/current_releases/8770.asp

In April 2013, New Zealand's parliament legalised same sex marriage, passing the law with a large majority. In

the same month, despite deep divisions on the issue, the French National Assembly approved gay marriage legislation. The bill prompted months of widespread protests, largely by conservative and religious groups. France has become the 14th country to legalise gay weddings. On the 29th May the first gay couple married at Montpellier town hall.



Tesco backtracks on labelling chemistry set as boy's toys

Critics have challenged Tesco's labelling of its children's chemistry set as a 'boys' toy' – and pointed out there would be an uproar if the same approach were adopted in school science.

The row over gender-specific toys has taken a new turn after Tesco admitted its description of a children's chemistry set as for boys was incorrect, and launched a wider review of the way toys are labelled on its website. Tesco had initially defended its decision to label the item, manufactured by John Adams, as a 'boys' toy' on its website following a storm of criticism from shoppers and gender equality groups.

Campaigners from 'Let Toys Be Toys', an online pressure group urging retailers not to limit children's social development by promoting "boys" and "girls" toys rather than putting them under a "unisex" label, claimed that Tesco's labelling of the Action Science chemistry set was sexist.



Men & women benefit from good practice
However, women in particular are adversely affected by bad practice

Athena SWAN aims to improve the recruitment, retention and progression of women in science, technology, engineering, maths and medicine subjects.

Currently four Schools within The University of Manchester hold Athena SWAN Awards. In April 2013 five Schools submitted their applications for an Athena SWAN Award:

Bronze Award

- ◆ Dentistry
- ◆ Medicine

- ◆ Nursing, Midwifery and Social Work

Silver Award

- ◆ Chemistry
- ◆ Psychological Sciences

Awards ask for data (staff and students) and evidence around the following areas:

- ◆ Key career transition points
- ◆ Career development
- ◆ Organisation and culture
- ◆ Flexibility and managing career breaks

Why is it important to the University?

To achieve our strategic goals we need to attract the best, keep the best and help them reach their full potential.

To find out more about the Athena SWAN Charter and its principles please contact the Athena SWAN Coordinator, **Dr. Helen Dutton** on 0161 306 5879 or visit

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

Shared parental leave 'will help inspire culture change'

The introduction of shared parental leave will help UK organisations embrace a change in working culture, the employment relations minister has said. Jo Swinson argued that many working practices and job structures had not changed since the 1950s, and were based on "stereotypes stuck in the past".

Jo Swinson said that she was fully behind a new shared parental leave system that will allow families to be more flexible, with the option for women to go back to work earlier and for fathers to spend more time with their new-borns.

"Maternity leave defaults to mothers, but even with [current] paternity leave parents are not able to 'mix and match' or take the same time off," she added. "We need to change the infrastructure and encourage ways for culture change to happen."

Jo Swinson was speaking ahead of proposed legislative changes in the children and families bill. Under plans currently out to public consultation, the government intends to extend the right to request flexible working to all employees from April 2014 and introduce shared parental leave from April 2015.

Staff Network Groups Events

There have been numerous activities by the staff network groups since our last newsletter. The **Christian Staff Association** continue their monthly drop in meetings at St Peter's House; the **BME staff network group** hosted their spring meeting with a boosted membership and a number of activities arranged for the remainder of the year; the **LGBT group** were busy during February with a full timetable of events for LGBT History month - this has been followed by a day of activities to recognise IDAHO (International Day Against Homophobia); the **Disabled Staff Network group** pushed forward with the Time to Change Pledge (more information elsewhere in this issue) and finally a new group was launched - **Peer Support Group** for people approaching retirement - a great start to the group with over 40 people turning up for the inaugural meeting.

More information about all our network groups and their activities can be found at: www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups

Diversity Calendar Activities



JUNE
Mental Health
Awareness

Disability 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.

Time to Change Pledge - 13th June 2013



JULY
MyView

We believe that everyone has the right to work in an environment where they are treated fairly and with dignity and respect. One of the ways we can review how well we are meeting this commitment is to monitor equality data.

Why not log onto MyView and update your data?



AUGUST

What is Caring?

When people need help with their day-to-day

living they often turn to their family and friends. Looking after each other is something that we do. Up and down the UK there are six million people caring unpaid for an ill, frail or disabled family member or friend. We are lucky to work for an institution that recognises the role of those with caring responsibilities through robust family friendly policies and procedures.



SEPTEMBER
Cyberbully

Recent technological developments have made our lives much easier. However, there is always a downside to the positives brought by such technologies and unfortunately things like cyberbullying are on the increase. Examples of what constitutes cyberbullying include communications that seek to intimidate, control, manipulate, put down, falsely discredit, or humiliate the recipient.



OCTOBER
Black History
Month

Black History Month is held every October throughout Britain. The aims are to:

- ◆ Promote knowledge of black history, culture and heritage
- ◆ Disseminate information on positive black contributions to British society
- ◆ Heighten the confidence and awareness of black people about their cultural heritage



NOVEMBER
Dignity at Work
and Study

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. Throughout 2013 the Equality and Diversity team has been running a campaign asking people to think differently about these issues.

[www.staffnet.manchester.ac.uk/
services/equality-and-diversity/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/)

Mental Health Awareness



On 13th June the University will sign the Time to Change Pledge. Time to Change is England's biggest programme to challenge mental health stigma and discrimination. By signing the pledge, the university is committing itself to tackling mental health stigma. We already have actions in place to raise awareness around this topic: the theme for June in the Diversity Calendar is mental Health Awareness. In addition in 2014, the university will be holding a one day conference where the topic is 'hidden disabilities'.

It is a very important step for the university and anyone can join in the celebration by attending the signing on Thursday 13th June 2013, from 4pm to 5.30pm at the Discovery Centre Gallery - Manchester Museum

Update on Review of the Dignity at Work and Study Policy

The Equality and Diversity Team are currently in the process of reviewing the University's Dignity at Work and Study Policy and Procedures. This will include:

- ◆ A review of the legislation and any identified good practice
- ◆ Analysis of relevant data and review of current monitoring mechanisms used
- ◆ Involvement and consultation of key stakeholders

Key pieces of legislation include:

- ◆ Equality Act 2010 (harassment and Discrimination)
- ◆ Health and Safety at Work Act 1974 and Management

of Health and Safety at Work Regulations

Good practice identified through:

- ◆ Equality and Human Rights Commission
- ◆ Equality Challenge Unit
- ◆ Acas
- ◆ Health and Safety Executives Management Standards
- ◆ National Union of Students
- ◆ Staff unions

The scope of the policy includes staff, students and visitors to the University or members of the public to ensure the policy, procedures and supporting elements of this process are effective. We are in the process of consulting with

key stakeholder groups including:

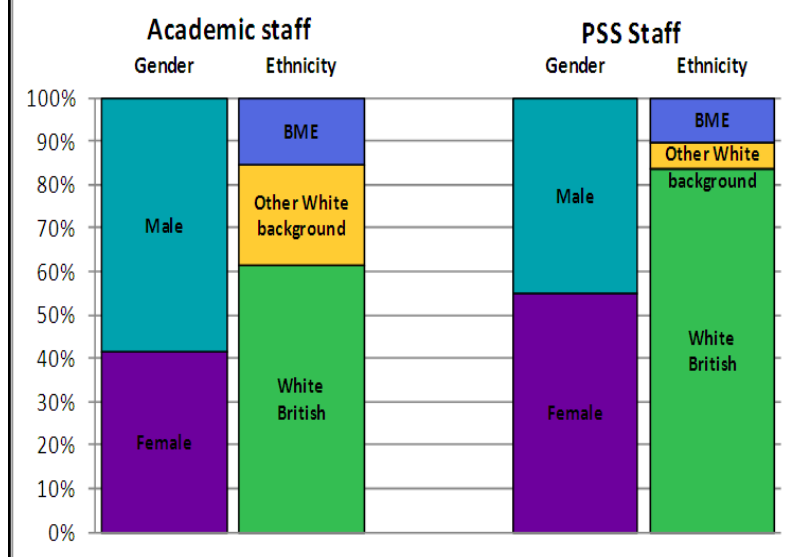
- ◆ The Equality and Diversity Forum
- ◆ Staff Network Groups
- ◆ HR Partners
- ◆ Staff Training and Development Advisors
- ◆ The Disability Support Office
- ◆ Student Support Forum
- ◆ Faculty Student Advisors
- ◆ Managers and Tutors
- ◆ Harassment Advisor Network
- ◆ Mediation Network

This review will be completed by November 2013. To find out more visit:

www.staffnet.manchester.ac.uk/services/equality-and-diversity/policies-and-guidance/dignity-at-work-and-study/

Equality at the University

Current staff at the University of Manchester by faculty, job type and gender - 2011/12



The University of Manchester employs over 4200 academic and research staff and nearly 4500 Professional Support Services (PSS) staff. This is a diverse institution with women making up 45% of Lecturers, 35% Senior Lecturer/Reader and 20% of Professors. Black and Minority Ethnic (BME) staff make up 16% of Lecturers, 11% Senior Lecturer/Reader and 8% of Professors.

In the PSS 56% of staff are women and 10% are from a BME background. In the most senior positions (grades 8 and 9) 51% are women and 5% are from a BME background. Across the University 3% of staff have disclosed that they have a disability.

To find out more visit:

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

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