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More segregation or more mixing?

The ethnic minority populations of England and Wales have grown, and live in more mixed areas in 2011 than before. This 'spreading out' has accelerated in the past ten years.

- For example, Leicestershire has more Indian residents than ten years ago, but its Indian population is more evenly spread than it was.
- The Indian, White, Pakistani, Bangladeshi, African, Irish, Caribbean, Mixed White/Caribbean, White/African and White/Asian populations are all more evenly spread in 2011 than in 2001.
- Against the trend, the relatively small Chinese population is more concentrated than it was,

concentrated than it was, possibly as a result of overseas Chinese students moving to University towns and cities.

- Among religion groups, only the relatively small Jewish population is more residentially concentrated than in 2001. The Christian, Muslim, Sikh, Hindu and Buddhist populations are all less concentrated – more evenly spread.
- There has been rapid growth of the most intimate of mixing: the number of people identifying as belonging to a mixed ethnic group has risen from 1.3% in 2001 to 2.2% in 2011.
- The proportion of mixed households has grown in 346 out of 348 local authorities. Excluding one-

person households, 1 in 8 households now have more than one ethnic group.

- The White British population is the only group that lives in relative isolation from others, on average living in Districts with 85% of White British residents. All ethnic minority groups live in Districts where on average they make up fewer than 10% of the residents. In smaller areas than local authority Districts, White British and other groups live in greater concentrations than this.

For more information visit:

www.ethnicity.ac.uk

University wins five Athena SWAN Awards

Eight Schools now proudly demonstrate their commitment to the recruitment, retention and progression of women

The Schools of Chemistry, Dentistry, Psychological Sciences, Nursing, Midwifery and Social Work and Medicine – which includes six Institutes and Manchester Medical School – have been recently presented with Athena SWAN Awards. The awards, funded by the Equality Challenge Unit, the Royal Society, the Biochemical Society and the Department of Health, recognise and celebrate good practice in recruiting, retaining and promoting women in science, technology, engineering, mathematics and medicine (STEMM) in higher education. These latest awards join those held by the School of Chemical Engineering and Analytical Science, Faculty of Life Sciences and Manchester Pharmacy School.

For more information visit:

www.manchester.ac.uk/aboutus/jobs/equalityanddiversity/support/athena-swan/

Staff Network Group Events

Network group events continue to be extremely popular every month. Aside from the regular meetings organised by each group there have been a number of other activities taking place on and off campus!

The **LGBT Staff Network Group** were busy organising the University's entry to Manchester Pride. Over 130 staff, students and friends joined the themed entry 'Acceptable in the 80's' which included the past two winning teams of University Challenge! They were rewarded with one of only 8 awards for the second year running.

The **Disabled Staff Network Group** continue with the planning for the Hidden Disabilities conference in June next year. But before that they're looking for participants for the Inclusive SPORT day which happens in December.

The **BME Staff Network Group** have an exciting timetable of events planned for Black History Month in October - more details overleaf

Other - The Christian Fellowship continue their monthly drop in meetings on the final Wednesday of each month. The Peer Support Group for staff approaching retirement had a successful launch in April and is gathering members quickly!

All Network group activities can be found here:

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

Mental Health Campaign

The University is holding a series of events in December to tackle the stigma surrounding mental health. Often the discrimination people with mental health problems face is a much harder struggle than the illness itself.. **Whether you have anxiety, OCD, depression, bipolar disorder, an eating disorder, schizophrenia or another mental health difficulty you could help break down this stigma.**



It's time to change...

A picture can speak a thousand words... which is why we are asking you - could you take a stand against discrimination just by having your photo taken? Our aim is to create a gallery of photos which shows the range of mental health problems and the diversity of people affected. The gallery will be displayed at various events during our mental health campaign in December.

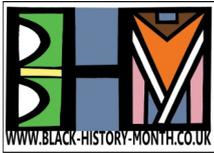
It's time to talk...

Talking about your mental health can be very empowering, reduce stigma and discrimination, and encourage others who are struggling which is why we are looking for people who would be comfortable to give a short talk of their experiences during our events in December. Don't worry if you're not sure what to say -you will have full support prior to the event to help plan your talk.

If you would like more information or wish to participate in either the photo gallery or the talks (or both!) please contact the Equality and Diversity team.

equalityanddiversity@manchester.ac.uk

Diversity Calendar Activities



OCTOBER

Black History Month (BHM)

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

The University of Manchester is committed to supporting the career development of all staff and aims to ensure that its workforce is representative of the wider population.

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



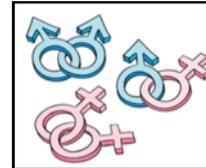
NOVEMBER

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.

We are lucky to have a number of trained harassment advisors on campus. They can provide confidential support to any staff member or student.

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



DECEMBER

Partnerships

A civil partnership is a legal marriage between two people who are gay or lesbian. Once a couple enters into a civil partnership they are entitled to similar treatment and benefits as that of any married couple.

Civil partners are entitled to the same property rights, the same exemptions from inheritance tax, social security and pension benefits as married couples.

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

Black History Month (October) Events

Thursday, 3rd 13.00-13.45

Exploring Your Black History - Julius Garvey
John Casken Lecture Theatre - Martin Harris Centre
Email equalityanddiversity@manchester.ac.uk to reserve your space

Monday, 7th 18.30

LITERATURE LIVE: Moniza Alvi and Nadeem Aslam
www.arts.manchester.ac.uk/martinharriscentre

Thursday, 17th 17.00

Black History - Told Like Never Before!
MMU Business School
Booking essential: equalityanddiversity@manchester.ac.uk with any dietary requirements

Friday, 18th 11.00-17.00

Runnymede lectures
Kanaris Lecture Theatre - Manchester Museum
Race and Higher Education: the Academic Experience - discussion of the role of black and ethnic academics in higher education.
Booking essential: florence@runnymedetrust.org

Wednesday, 30th 10.00

Roscoe 4.2
Guided training session of the Online Diversity in the Workplace Module.
Booking essential: equalityanddiversity@manchester.ac.uk

Thursday, 31st 19.00

Platforma Festival: Acoustic Night
Martin Harris Centre
www.arts.manchester.ac.uk/martinharriscentre

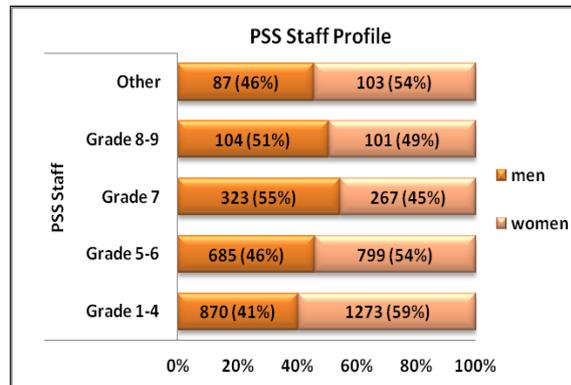
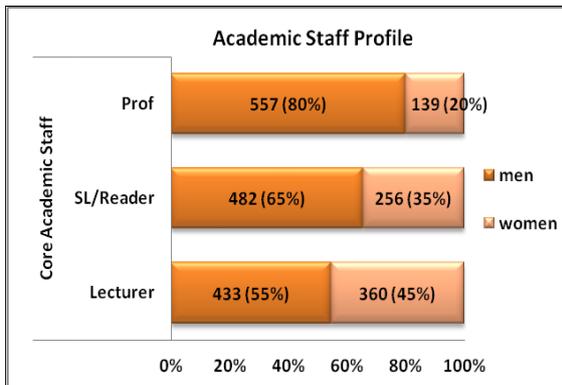
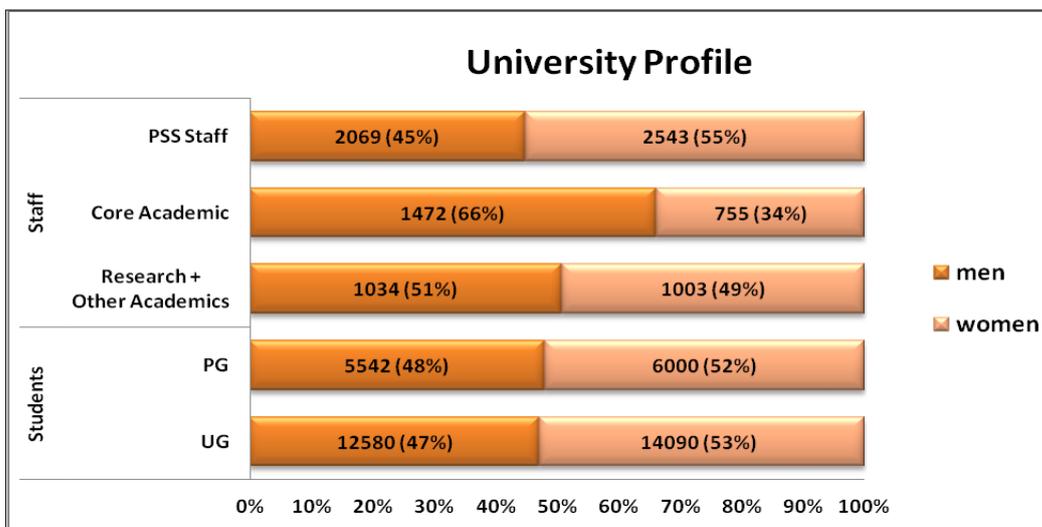
Religious Observance at the University

Much has been written recently about the controversy surround the wearing of religious clothing. This has particularly focused on the Islamic religion and females wearing the head veil or 'niqab'. Whilst the University supports the wearing of such religious dress as detailed in our [Religious Observance Guidance](#) some students may find it beneficial to remove their veils when working in groups or on particular projects.

We are sure the debate will continue and is likely to expand to other religions and beliefs. Any questions can be directed to the E&D team.

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

Equality at the University



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

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