

Content

Shared Parental
Leave Confirmed

Recruitment and
Promotion

LGBT History Month

International
Women's Day

Diversity Calendar
Activities 2014

Upcoming Events &
Updates

Time to Talk about
your Mental health!

Equality at The
University

Shared parental leave confirmed

Parents will be able to share parental leave and revolutionise their lives at work and home in April 2015.

The government has confirmed its proposals to introduce shared parental leave. The new rules are part of the Children and Families Bill 2013 and will come into effect from April 2015. Other changes include extending the right to request flexible working to all employees this April 2014.

Under the new system, parents will be able to choose how they share the care of their child. Employed mothers will

still be entitled to up to 52 weeks of maternity leave. However, working parents will have much greater flexibility about how they 'mix and match' their leave. They may take it in turns or take it together, providing it is not more than 52 weeks in total.

Mothers will have to take at least the initial two weeks of leave after birth as a recovery period, but can then choose to end the maternity leave and the parents can opt to share the remaining leave. It will be up to both parents to decide how they share the remaining weeks.

Employers will benefit from being able to make the most of the entire talent pool that the increased flexibility allows.

Karen Scoresby from Human Resources said:

"These changes could have a big impact on the way childcare is perceived to be mainly the women's role. We will keep staff informed of updates to University policy when the new arrangements are finalised."

For current HR policies visit:
www.staffnet.manchester.ac.uk/employment/

Recruitment and Promotion

The University has always been a source of great minds and we continue to be committed to attracting the best staff and ensuring the best opportunities are available to all. Offering appropriate support during key career transition stages and having a workplace culture which is inclusive is critical as our staff develop and progress in their chosen career.

Information on academic promotion and international recruitment can be found here:
www.staffnet.manchester.ac.uk/employment/

On the 27th January Karen Heaton Director of HR launched the 'Thank you Scheme' to provide additional reward and instant recognition by acknowledging those staff that put in extra effort with their work and behaviours.

To find out more visit:
www.staffnet.manchester.ac.uk/thank-you

LGBT History Month



During February there will be a timetable of events to mark Lesbian, Gay, Bisexual and Transgender (LGBT) History Month.

This annual event gives us the opportunity to look at LGBT equality and raise awareness of any issues faced by LGBT staff as well as celebrate the community at Manchester. The events scheduled include performances at the Martin Harris Centre, Coming Out Stories from staff and students and the opportunity to find out more about the LGBT Staff Network Group (ALLOUT) and the year round activities they are engaged in both at the university and beyond.

More information and a full timetable can be found at: <http://tinyurl.com/pyrullf>

International Women's Day

There will be a number of events celebrating the role of women at The University of Manchester. We will be celebrating past and present female students and staff, who have made a significant contribution to their School. We will be highlighting how good practice in our Schools has led to a culture change which benefits all staff and how particular women have played an important role in creating this inclusive environment.

EVENTS:

Mon, 3 March 2014: 14:00-15:30 (Workshop 14:00-15:00, Networking session 15:00-15:30)

Building Confidence

WiSET (Women in Science, Engineering and Technology) Event for students and staff from Faculty of Engineering and Physical Sciences.

Our workshop aims to boost confidence in women; questioning why women often lack confidence, asking what is their perception of confidence and offering ways to tackle a lack of confidence. Stephanie Walters, Staff Training and Development Unit, who runs the Springboard Women's Development Programme and has extensive experience in delivering assertiveness/confidence training, will be facilitating the session. We will also be highlighting some great success stories with some positive talks from leading women across our Schools.

More information on: <http://www.wiset.eps.manchester.ac.uk/>

Wed, 5 March 2014 - University Place Foyer: 13:00-15:00

Celebrating women past and present

Our Schools and Institutes within the Faculty of Medical and Human Sciences & Faculty of Life Sciences will have 'workstations' to highlight the key advances women have made, to celebrate their own successful careers and to recognise the struggles women faced and to understand our current position in attracting women to science. Some Schools will promote Manchester City Council's chosen theme for 2014, Women as Peacemakers, with the School of Nursing, Midwifery and Social Work celebrating the role women have played, both historically and now, as a humanitarian response and the School of Dentistry showcasing the 'Changing Face of Women in Dentistry'.

Further information available on: www.staffnet.manchester.ac.uk/equality-and-diversity/

Diversity Calendar Activities 2014



JANUARY

Recruitment and Promotion

The University is one of the top employers in the North West with more than 11000 people working here in a wide range of different roles. We have chosen to highlight the promotions process in January as promotion is a long term plan and it is never too early to start familiarising yourself with the promotions procedure and criteria.

www.staffnet.manchester.ac.uk/employment/academic-promotions/



APRIL

Vaisakhi

Vaisakhi is a festival celebrated across the northern Indian subcontinent, especially in the Punjab region by the Sikh community. This festival commemorates the establishment of the Khalsa. It is also celebrated by Hindus and Buddhists for different reasons including the start of the new year.

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

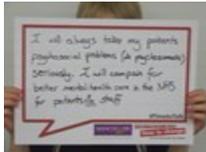


FEBRUARY

LGBT History Month

LGBT History Month focuses on music and will be a celebration of what LGBT people have contributed and continue to contribute to the world of music. Everyone working and studying at the University makes a valuable contribution and sexual orientation should not be the determining factor when assessing people's ability or contribution.

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



MAY

Mental Health Awareness

May is the time to think about something we cannot see, yet can all relate to - our mental health. One in four people will have a mental health problem in any one year and nine out of ten will face discrimination as a result. By understanding that some people have non-physical disabilities we can become more aware and make sure that people are not isolated and excluded from activities.

www.staffnet.manchester.ac.uk/equality-and-diversity/timetochange-mentalhealth/



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. The Athena SWAN Charter recognises commitment to advancing women's careers in STEMM (Science, Technology, Engineering, Mathematics and Medicine) academia. The University will mark the day with events on **5th March**.

www.manchester.ac.uk/athenaswan



JUNE

Men's Health

Men's Health Awareness Week aims to change the way men look at their health and activity levels. It has been in action for several years now and it's a great way to inspire males to take a good look at both their physical and mental health whilst recognizing that small lifestyle changes can lead to a more active and longer life.

www.menshealthforum.org.uk/mhw
www.sport.manchester.ac.uk

UPCOMING EVENTS

5 March 2014 - International Women's Day celebrations will be primarily focused around Faculty of Medical and Human Sciences at the University with activities in the main foyer of University Place. For more details visit www.staffnet.manchester.ac.uk/equality-and-diversity/

6 June 2014 - "What are we hiding?" The University of Manchester's Disabled Staff Network presents the first National Conference of the UK's Disabled Workforce to be held at The University of Manchester. For more details visit: www.meeting.co.uk/confercare/DSNConference2014

UPDATES

- The review of the **Dignity at Work & Study policy and procedures** took place last year. A series of recommendations were identified and any necessary changes have been made to the policy and procedures. Also the review of the **Religion Observance guidelines** to incorporate further guidance on facial coverings i.e. wearing of the niqab is now completed. All documents are available on www.staffnet.manchester.ac.uk/equality-and-diversity/

- The University of Manchester participated in the **Workplace Equality Index 2014** and secured a place in **Stonewall's Top 100 Employers** increasing its overall score and climbing 3 places.

Time to Talk about your mental health!

The University held a historic event Tuesday 3 December where staff and students together discussed mental health. The sell-out session, which was officially opened by Professor Clive Agnew (Vice President for Teaching Learning and Students/The Disabled Staff Network Group's Champion), included interactive activities to encourage people to talk about mental health problems and the portrayal of mental health by organisations and the media.

Two staff members and two students also shared their experiences of mental ill health to help others understand what it is like to live with a mental health problem, and to give advice to those without.

One of the activities involved attendees making their own pledges, stating what they plan to do to reduce stigma and discrimination.

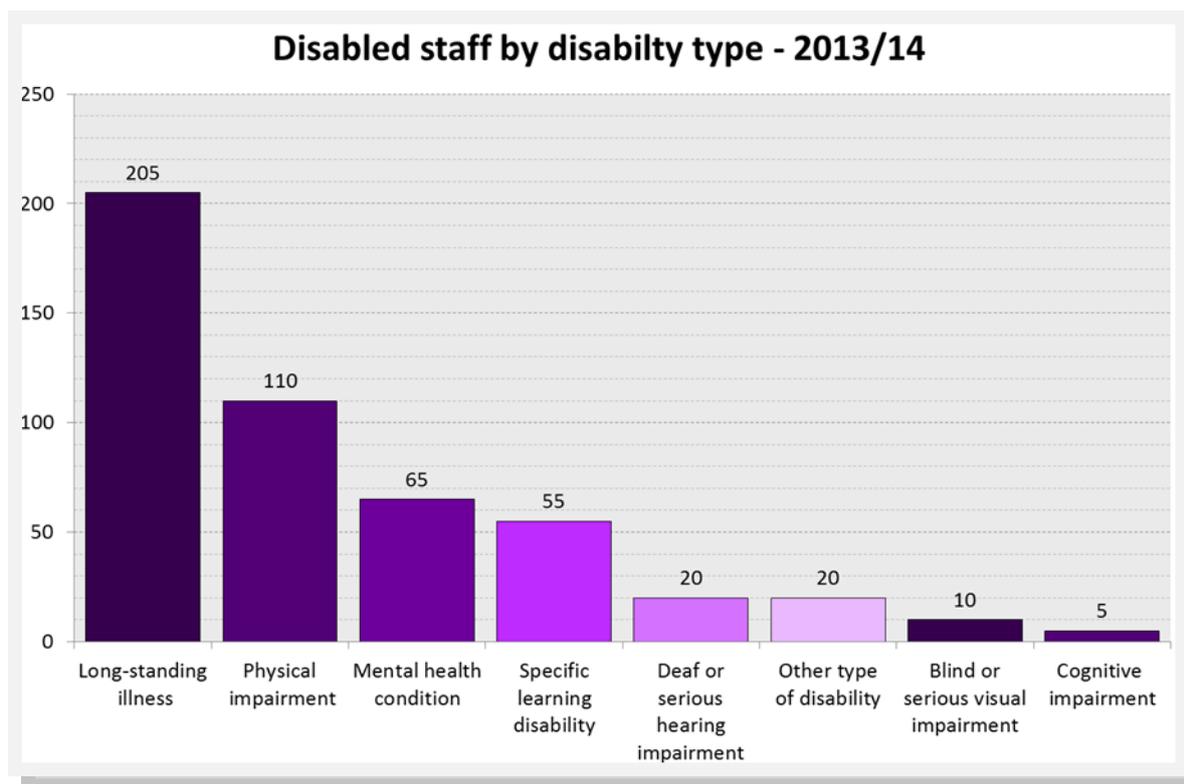
The University made a public commitment in June 2013 to tackle mental health stigma

and discrimination by signing the Time to Change pledge. In signing the pledge the University is committed to help raise awareness and to tackle the stigma around mental health for our staff and students.

To find out more about the campaign go to:

www.staffnet.manchester.ac.uk/equality-and-diversity/timetochange-mentalhealth/

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



Follow us on Twitter @UoMEandD



Like us

www.facebook.com/EandD