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Equal Marriage Update

The Marriage (Same Sex Couples) Bill completed its historic journey through Parliament by receiving Royal Assent, officially making it law.

The first marriages of same sex couples took place on Saturday 29 March 2014.

What the Act will do

The Act, which applies to England and Wales, will:

- allow same sex couples to marry in civil ceremonies
- allow same sex couples to marry in religious ceremonies, where the religious

organisation has 'opted in' to conduct such ceremonies and the minister of religion agrees

- protect those religious organisations and their representatives who don't wish to conduct marriages of same sex couples from successful legal challenge
- enable civil partners to convert their partnership to a marriage, if they wish
- enable married individuals to change their legal gender without having to end their marriage

The arrangements for allowing the conversion of civil partnerships to marriages, and allowing people who change their legal gender to remain in their marriages, will follow later, as these will take longer to implement.

To find out more go to :
www.stonewall.org.uk



International Staff News

As part of the diversity calendar activities for July we will be launching a new resource aimed at International Staff – this will be a '*buddying system*' where new international staff can request a 'buddy' from a group of existing staff volunteers. Buddies are a great way to overcome some initial teething troubles when arriving in the UK and we hope that this will be another way in making the transition of moving to a new country as easy as possible.

The Equality and Diversity team is also developing some *new guidance* to assist people who have to travel overseas as part of their role at the University. This offers guidance on how different protected characteristics are viewed in other countries and if there are any risks associated with particular groups.

The *International Staff Network group* will be re-launched in July with some very exciting changes. All International staff will be contacted for their chance to be involved in this new format and take the group forward. To find out more go to:

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

Athena SWAN Awards Update and Race Equality Charter Mark

The University has 5 new Awards which were announced on 29th April 2014. These are Bronze Awards and are for the Schools of Computer Science, Materials, Mathematics, Mechanical, Aerospace and Civil Engineering and Physics and Astronomy. This brings our total to 13 Schools holding awards (3 Silver, 10 Bronze). The University also had 2 Schools submitting in the April round: Manchester Pharmacy School (Silver) and Electrical & Electronic Engineering (Bronze) and we expect to hear the result in October 2014.

All the Awards work towards equality in terms of career progression of women in science, technology, engineering, mathematics and medicine (STEMM) and are committed to evidencing a real culture change with the University and its individual Schools.



For more information visit:

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

There is a newly-established *Race Equality Charter Mark* which has been developed following the success of the Athena SWAN Award for gender equality. This is a nationally-recognized scheme that could impact major research funding and research awards in UK Higher Education institutions. The Universities will have to demonstrate real progress towards advancing race equality within their institutions before they can be awarded a Race Charter Mark. The University is one of 30 institutions that has been selected to pilot this new Charter Mark.

National Conference of the UK's Disabled Workforce Update



Friday 6th June saw the first national conference for disabled workers. The event had been organised by a steering group headed up by Melanie Sharpe – co-chair of the University's Disabled Staff Network. The conference, entitled, 'What are we Hiding' had close to 100 delegates from all sectors of industry, learning about and sharing experiences of being a member of, or managing, the disabled workforce. 11 different sessions were put on – ranging from the experiences of a worker dealing with

schizophrenia to mindfulness in the workplace and how it can help people with certain 'hidden disabilities'.

The conference was rounded off with an inspirational speech from Tom McAlpine, founder and voluntary chair of the organisation 'Moodswings' who have been providing support to university staff and students for several years.

For more details visit: www.meeting.co.uk/confercare/DSNConference2014

Diversity Calendar Activities 2014



JULY International Staff

The University of Manchester has designed an International Staff

Orientation Guide to help staff to adjust to living in the UK, and Manchester in particular. It gives a general overview as well as answering some of the more practical questions asked before coming to the UK. In addition, the International Staff Network group provides a forum where international staff can meet informally.

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



AUGUST Diversity in Manchester

During the month of August take the time

to see how diverse your immediate area is - is there something you could learn from a fellow colleague or student? Or is there something new you could try which is right on your doorstep?

One way to become diversity aware is to complete the online training available for both student and staff.

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



SEPTEMBER Welcome Week 1-19 September

Every year the University

welcomes over 10,000 new students to Manchester - they join the existing 20,000 plus who are here to gain an education before moving into the world of work.

The University supports students by offering services such as careers advice, mentoring schemes and graduate internship - these all assist students in securing employment.

www.careers.manchester.ac.uk



OCTOBER Black History Month

Black History Month was first celebrated in

Britain in October 1987 as part of African Jubilee year and has grown to now include thousands of events that annually recognize and embrace the contributions of Black and Minority Ethnic Communities (BME) across the country.

At the University of Manchester we have an active BME staff network group that enables colleagues to promote race equality through active involvement and to share experiences about working for the University.



NOVEMBER Anti-Bullying

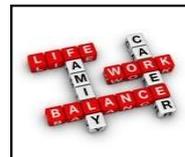
It is important that we create a civilized working and learning

environment and to do this any bullying or harassment is unacceptable to the University - no matter how communicated.

If you think you are being bullied or harassed or are accused of such an act you can contact one of the University's trained harassment advisors who will be able to explain the options available to you.

www.manchester.ac.uk/staffdignity

www.manchester.ac.uk/studentdignity



DECEMBER Flexible Working

Flexible working options are about employers and

employees working together to explore how they can both gain from a more imaginative approach to working practices and encourage organisational success by helping people to manage the demands of work with their personal life, and through this enhance satisfaction with both. Requests often come from staff with caring responsibilities, but the policy is not limited to this.

www.staffnet.manchester.ac.uk/equality-and-diversity/policies-and-guidance/flexibleworking

UPCOMING EVENTS

Once again the University will have an entry in *Manchester Pride* – the theme this year is 'Love' - hopefully bringing home a prize for the third consecutive year. Planning is now underway and anyone can be involved. More information is available at: www.pride.manchester.ac.uk

Not completed your online Equality and Diversity training yet? There's an opportunity to attend one of our guided sessions on 6 August – just email equalityanddiversity@manchester.ac.uk for more information.

The E&D team will once again be at the *Welcome Week* event to introduce new students to the work we do – so make sure you direct students to the welcome tent outside University Place and why not come along yourself?

UPDATES

The launch of the *Women's Professor Network* was held on 12th June 2014 to bring together female Professors from across the University so they can network and look towards their next career step. Over 50 Professors attended the Network which was opened by Professor Dame Nancy Rothwell.

The *International Day Against Homophobia, Biphobia and Transphobia (IDAHOT)* was held on 17 May 2014.

The E&D Team has been shortlisted for *two ENET awards* (Inclusive Communications and Employee Engagement) - ceremony will be on 4th July where winners will be announced- and a *Business in The Community Award* in the 2014 Race for Opportunity Awards (Judging Panel 26 June).

Equality Report on REF 2014

Following the University's submission to the REF 2014, the equality and diversity team have analysed data of staff that were eligible for the REF and those selected, based on their gender, ethnicity, disability, age and contract type. Issues were identified and the University Research Group has asked the E&D team to investigate further.

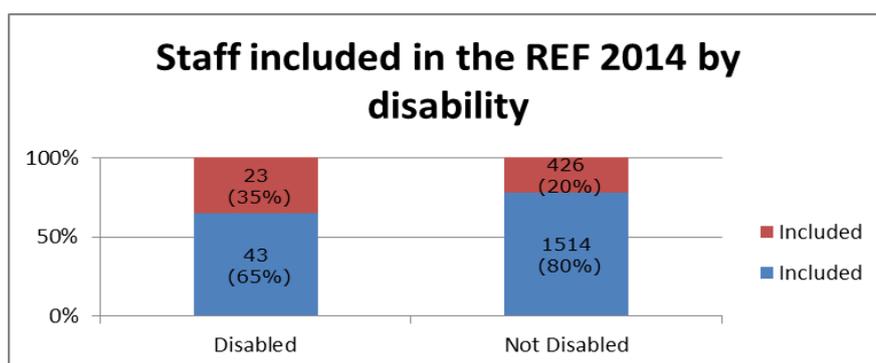
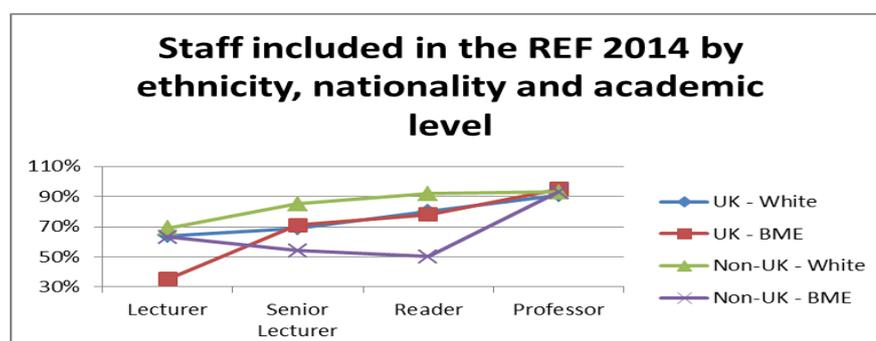
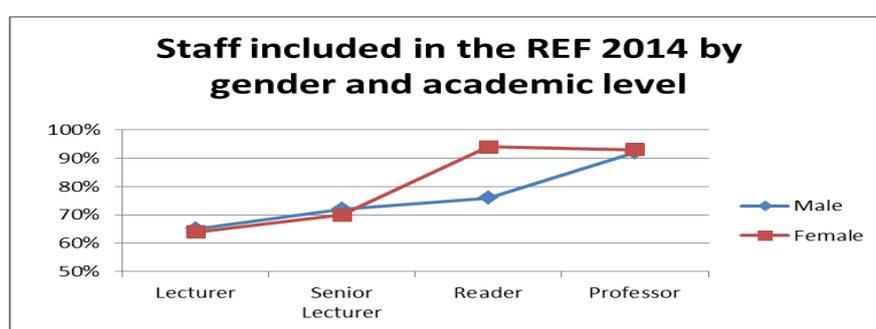
- There was a significantly higher rate of return for women Readers compared to men.

There is a need to look closely at women at Reader level to see how long they have been at this level and whether they should be applying for promotion to Professor;

- BME staff (69%) were significantly less likely to be included in the REF return than White staff (79%). When looked at in more detail – non UK BME staff (65% compared to 78%) were the group less likely to be included. The difference

included was not statistically significant. The lack of inclusion of non-UK BME staff should be looked at.;

- Disabled staff were less likely to be included, but due to small numbers this was not statistically significant. There is still a large difference (13%) in the inclusion rate of disabled staff, so although it is not statistically significant it should still be investigated further.



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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