

## Content

Equality Awards

The Right to Request  
Flexible Working

'We Get It' Campaign

Updates and  
Upcoming events

Diversity Calendar  
Activities

Black History Month  
Events

Equality at the  
University

Contact details

## Equality Awards

The Employers Network for Equality & Inclusion (enei) Awards was held on 1 July 2014 and took place at The Law Society, London. The Awards recognise the commitment of organisations to achieving diverse and inclusive workplaces and celebrates the teams of individuals who are really making a difference.

Marks & Spencer and The Civil Service were awarded the top honours of 'Overall Winner 2014—Private Sector and Public Sector' respectively. The University of Manchester, Equality and Diversity Team received the 'Inclusive Communications Award' for their online 'Diversity Calendar. Each month represents a different Protected Characteristic,

many in line with national celebration events. It also includes detailed information on the six major religious groups. The team was also shortlisted for the 'Employee Engagement Award'.

The University has also been recognised for its leadership in attracting, retaining and progressing the best Black, Asian and Minority Ethnic (BAME) talent by winning the 'Transparency, Monitoring and Action Award' at the Race for Opportunity Awards 2014 held in London.

Patrick Johnson, Head of Equality and Diversity said: *'It was fantastic to receive this prestigious award as it*

*puts the icing on the cake of an impressive eight years as Associate Vice President for Equality and Diversity (Social Responsibility) for Professor Aneez Esmail,*



*who had as one of his key goals to have robust equality monitoring that would provide the University with an evidence based approach to equality and diversity".*

[www.enei.org.uk](http://www.enei.org.uk)

[www.bitc.org.uk](http://www.bitc.org.uk)

## The Right to Request Flexible Working

From 30 June 2014 the statutory right to make a request to work flexibly is extended to all staff who have worked at the University continuously for 26 weeks. Previously the right only applied to staff with family caring commitments, although the University did consider requests for other reasons. The term "flexible working" describes any working arrangements where the number of hours worked or the time or place that work is undertaken vary from the standard practice.

### **So what is the difference now?**

In summary the statutory right to make a request for any reason. The right is to make a request, not for it to be approved and you cannot make a request if you have already done so in the previous 12 months. Your request will be considered against the service needs, and may be turned down if there is a good business reason for not being able to accommodate it. However where possible then University will try to accommodate flexible arrangements. To find out more go to:

[www.staffnet.manchester.ac.uk/employment/leave-work-arrangements/flexible-working](http://www.staffnet.manchester.ac.uk/employment/leave-work-arrangements/flexible-working)  
[www.acas.org.uk](http://www.acas.org.uk)

## We Get It Campaign

The University of Manchester and the Students' Union do not tolerate sexual harassment, and you should not have to either. That's why The University have set up the 'We Get It' campaign. The University believe that this is a hugely important issue which requires real action. Professor Dame Nancy Rothwell, Equality and Diversity, and the Executive Team from the Students' Union are all working together to make campus a safe and welcoming environment.

Sexual harassment affects everyone - both staff and students - and can include unwanted groping, pinching or smacking of your body, uninvited kisses or bodily contact. However, sexual harassment is not just physical. Other examples of sexual harassment include wolfwhistling, catcalling, inappropriate sexual comments and sexually based insults, jokes, songs or taunts.

The University have trained Harassment Advisors that you can speak to in confidence, and you can also access other sexual harassment support services.

The University are also encouraging you to take the pledge to stand up to sexual harassment whenever you see it. You can sign up online at the Students Union website. You can also sign the pledge in person and take it to various locations in return for one of our We Get It bracelets. To find out more go to:

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/)  
<http://wegetit.nationbuilder.com/pledge>



### **UPDATES**

#### **Race Equality Charter Mark**

The University has been selected to take part in a trial of the Equality Challenge Unit's Race Equality Charter Mark. This is being developed using a similar framework to the Athena SWAN award. The charter mark is about improving the representation, progression and success of minority ethnic staff and students within higher education. It aims to inspire a strategic approach to making cultural and systemic changes that will make a real difference to minority ethnic staff and students. It covers: Professional and support staff; Academic staff; Student attainment; diversity of the curriculum and progression of students into academia. The University will be submitting for an award in April 2015.

[www.ecu.ac.uk/equality-charter-marks/](http://www.ecu.ac.uk/equality-charter-marks/)

#### **Disabled staff personal development programme**

'Achieving your Potential' was a new personal development programme for the University of Manchester disabled staff that took place April to June 2014 with 17 participants. It consisted of 3 one-day workshops and two 1:1 coaching days. It was the first such course ever run by the University for its disabled staff, and formed part of its response to 2013 staff survey that showed more negative results for disabled staff. The course will be repeated in 2015. For further information contact [patrick.johnson@manchester.ac.uk](mailto:patrick.johnson@manchester.ac.uk)

#### **Disabled Student Allowances**

Following the announcement earlier in the year that Disabled Student Allowances would be changed significantly, there have been some concessions made for universities. Rather than changes be implemented for the 2015/16 academic year, these changes will not have to be implemented until the 2016/17 academic year. More information can be found here:

[www.gov.uk/government/speeches/higher-education-student-support-changes-to-disabled-students-allowances-dsa](http://www.gov.uk/government/speeches/higher-education-student-support-changes-to-disabled-students-allowances-dsa)

### **UPCOMING EVENTS**

#### **Wednesday 15 October 13.30-18.00**

Alan Turing Building G107

WISET - Celebration of the life of Ada

Lovelace, an English mathematician

and the world's first computer programmer.

#### **Thursday 20 November**

The university will be marking **Transgender Day of Remembrance** with the Trans flag flying and a special talk given by a member of UKIA

#### **Monday 1 December**

Collection boxes will at all Food on Campus outlets (and other venues) for staff and students to buy Red Ribbons for **World AIDS Day**

#### **Wednesday 3 December**

We are teaming up with MMU to celebrate **International Day of Disabled People (IDDP)** with a half day event in Geoffrey Manton Building (MMU)

More information is available on [www.staffnet.manchester.ac.uk/services/equality-and-diversity/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/)

## Diversity Calendar Activities

### BLACK HISTORY MONTH

#### 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
- ◆ Promote cross-cultural engagement and learning.

At the University of Manchester we have an active BME staff network group that enables colleagues to promote race equality through active involvement and consultation on the University's strategy.

[www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/bme-staff-group/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/staff-network-groups/bme-staff-group/)



#### NOVEMBER

Anti-bullying

Discrimination, bullying and harassment take many forms. When we think of bullying we often think about physical or verbal attacks, however increasingly people are also bullied via communications such as instant messaging or SMS text messaging. 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.staffnet.manchester.ac.uk/services/equality-and-diversity/policies-and-guidance/dignity-at-work-and-study/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/policies-and-guidance/dignity-at-work-and-study/)



#### 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 and for example, may be used to support staff wishing to undertake voluntary work.

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

## Black History Month (October) Events

**Thursday, 2nd 18.00.-22.00 (FREE)** Academy 3, Oxford Road

Open Mic - BME students showcase their talent!

**Wednesday, 8th 19.30-22.30 (FREE)** Council Chamber Student's Union

BME Hot topic- Roundtable discussion on three burning issues

**Thursday, 9th 17.30-19.30 9 (FREE)** Manchester Central Library (Performance space, G Floor), St Peter's Square, M2 5PD

Understanding Civil Rights Movement

Booking: [www.eventbrite.co.uk/e/understanding-the-us-civil-rights-movement-lou-kushnick-lecture-tickets-13023189711](http://www.eventbrite.co.uk/e/understanding-the-us-civil-rights-movement-lou-kushnick-lecture-tickets-13023189711)

**Friday, 10th 19.30-21.00 (£12)** Z-arts (Hulme)

Holy and Horny—one woman show written & performed by Black British actress & Author Tonya Joy Bolton

Booking: [www.z-arts.org/events/holy-horny/](http://www.z-arts.org/events/holy-horny/)

**Monday, 13th 13.00-16.30 (FREE)** Manchester Central Library, St Peter's Square, M2 5PD

Maya Angelou workshops -

Booking: [www.eventbrite.co.uk/e/phenomenal-woman-poetry-workshop-registration-12929082233](http://www.eventbrite.co.uk/e/phenomenal-woman-poetry-workshop-registration-12929082233)

**Tuesday, 14th 18.00-20.00 (FREE)** Manchester Central Library, St Peter's Square, M2 5PD

'Call Mr Robeson' by Tayo Aluko

Booking: [www.eventbrite.co.uk/e/call-mr-roberson-tickets-12822132343](http://www.eventbrite.co.uk/e/call-mr-roberson-tickets-12822132343)

**Wednesday, 15th 14.00-16.00 (FREE)** G32 Humanities Bridgeford Street

Panel Discussion - BME Attainment Gap

**Wednesday, 22nd 15.00-17.00 (FREE)** Council Chamber Student's Union

Short documentary screen focusing on BME women followed by Q & A

**Wednesday, 29th 11.30-12.30 (FREE)** 2.2 PC Cluster Humanities Bridgeford Street Building

Guided training session of the online Diversity in the Workplace module

Register: [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)

Full event programme is available on [www.staffnet.manchester.ac.uk/services/equality-and-diversity/](http://www.staffnet.manchester.ac.uk/services/equality-and-diversity/)

# Equality at the University

Figure 1: Academic staff by level and ethnicity 2010/11—2013/14<sup>\*i</sup>

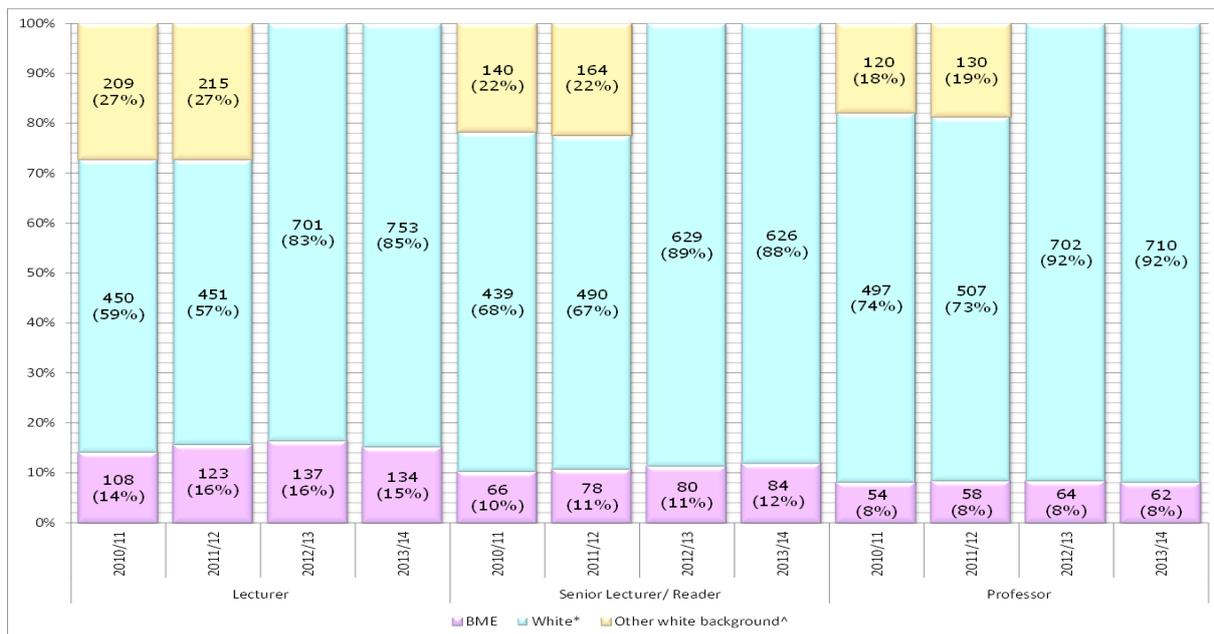
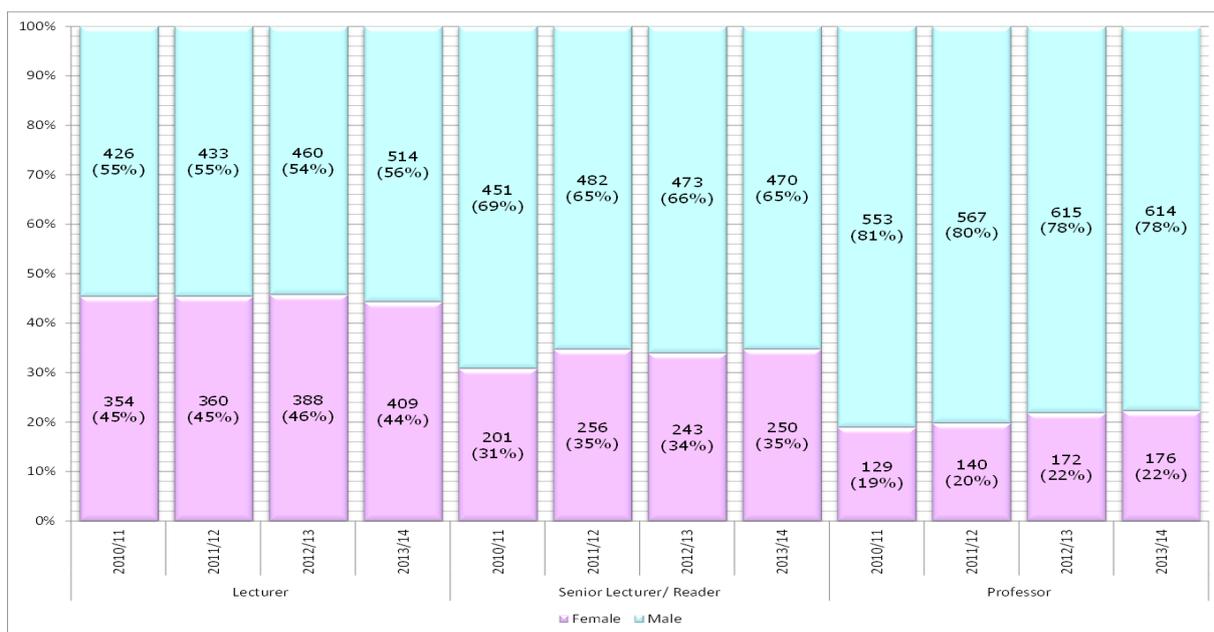


Figure 2: Academic staff by level and gender 2010/11—2013/14



^

Other white background not used from 2013/13

\* White British prior 2012/13

i Graphs exclude unknown ethnicity

For general enquiries please email: [equalityanddiversity@manchester.ac.uk](mailto:equalityanddiversity@manchester.ac.uk)

or call 0161 306 5857/07943 600 656

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

Follow us on Twitter @UoMEandD and Facebook at [www.facebook.com/uomeandd](http://www.facebook.com/uomeandd)