

Weekly Digests May 2015

May 7 2015

IDAHO Event

You can now book your FREE tickets for the film screening next week: <https://www.eventbrite.com/e/idahot-2015-at-uom-pride-film-screening-tickets-16893180959>

Kirsty will be there on the evening to co-ordinate the screening.

In addition we will have the Rainbow Flag in University Place along with some information leaflets.

Some more FREE events

#FreshersToFinals: Understanding LGBT people's perspectives on higher education

Lesbian, gay, bisexual and trans* (LGBT) young people are increasingly visible in policy and practice, often in relation to homophobic, biphobic and transphobic bullying. However, this can result in misunderstandings and/or oversimplification about all LGBT students' needs and experiences. The #Fresherstofinals project is being undertaken by Sheffield Hallam University and seeks to develop a fuller understanding of LGBT experiences of higher education.

The project will culminate in two free events - booking is now open! Further details at the links below:

Manchester July 17th <http://lgbtqatuniversity.eventbrite.com>

Sheffield July 24th <http://lgbtq-universities.eventbrite.com>

The events are designed to feedback on the #FreshersToFinals project, and explore the implications for practice. For more details about the project see <http://research.shu.ac.uk/ceir/fresherstofinals.html>

Sparkle

Sparkle the National Transgender Celebration weekend takes place 10-12 July in Sackville Gardens.

We're pleased to be involved more this year and will be supporting the activities, so please try to show your support too by attending one of the events taking place: <http://www.sparkle.org.uk/>

Equality Impact Assessment – USS

As part of the consultation process Universities UK have asked all institutions to conduct an equality impact assessment on the proposed changes to the USS.

You can view details of the proposed changes on their website. www.ussconsultation.co.uk/members

As part of this assessment we would like to ask you what you think.

The following online form sets out the 10 key changes in the proposal and asks you to consider if there is any potential impact (either negative or positive) based on your age, gender, ethnicity, disability etc.

The equality impact assessment will be submitted to Universities UK and passed to USS for consideration as part of the consultation process.

Follow the link to complete the [online consultation form](#)

Key changes

1. Final salary accruals would cease as at 31 March 2016. Benefits built up before this date would be protected. Their value would be calculated using the existing definition of pensionable salary and service as at 31 March 2016 and from that date accrued benefits would be increased annually in line with CPI, rather than increases in final salary, (capped in relation to post October 2011 service).
2. All members would build up future defined benefits in the Career Revalued Benefits (CRB) section based on an accrual rate of 1/75th of actual pensionable salary. The right to a tax free cash sum of 3 times pension (3/75^{ths})

will also be increased in line with the higher accrual rate. This is higher than the current CRB accrual rate of 1/80th.

3. Benefits in the CRB section would be increased annually in line with CPI on a capped basis.
4. Benefits in the CRB section would be based on the first £55,000 of the member's pensionable salary, based on their actual pay, not the full time equivalent. Therefore for members earning up to £55,000 their total salary would be pensioned through the CRB scheme. However, all members would receive this core benefit up to and including the salary threshold of £55,000.
5. The salary threshold would increase each year in line with CPI (capped) (subject to the outcome of a review to be completed by the USS Joint Negotiating Committee by 31 March 2020).
6. If the member earns more than £55,000 they would still build up CRB benefits on their salary up to the salary threshold of £55,000, but any pensionable salary over this threshold would instead be pensioned through a new Defined Contribution (DC) section of the scheme. Employers would pay a contribution of 12% of pensionable salary over the threshold into the DC section.
7. Employee contributions would increase to 8% of pensionable salary. If the member earns over the £55,000 salary threshold then their contribution of 8% of their pensionable salary over the threshold will be paid into their DC pot, in addition to the employer's 12% contribution.
8. All members would have the opportunity to choose to pay in an additional 1% of pensionable salary into their personal DC pot, which would be matched by their employer to build up an additional flexible DC fund. This option would be available to those members earning below the £55,000 salary threshold as well as those earning over this amount.
9. Benefits on death in service and on ill health would remain comparable with current provision in the CRB section of USS.
10. Employers would commit to pay contributions of no less than 18% of payroll for the next two valuations. This extends the increased employer contribution rate until the 2020 valuation (i.e. until 31 March 2020). 18% is a blended rate payable by all employers and includes the contributions to the DB and DC sections of the scheme. If the USS funding position as assessed at triennial valuations were to improve, over and above the improvements in funding assumed in the deficit recovery plan, employers would commit to using this to improve member benefits.

Stonewall Questionnaire Changes

As you may know we work with Stonewall to improve what our working environment for staff and students alike, along with the general public. For years they have been a Lesbian, Gay and Bisexual organisation but following consultation with over 700 trans people and organisations they are now Trans inclusive in terms of their work and objectives. The report on this consultation can be downloaded from [here](#)

This is great news in terms of the focus of the Top 100 Workplace index that we enter each year as this will now include Trans people as part of the survey but also gives greater visibility to Trans employees and students here at the University of Manchester. At the recent Stonewall 2015 Workplace Conference in London Ayla Holdom, Britain's first transgender military pilot in the RAF gave a fantastic keynote speech and this can be viewed [here](#)

If you would like to help on this year's submission to the Stonewall Top 100 Workplace Index please email LGBT@Manchester.ac.uk we're particularly interested in input and feedback from Lesbian, Bisexual and Trans colleagues.

Manchester Pride

We are still unaware of the theme for this year's Pride, but we would like to start planning. Anyone who has been involved previously will be invited to be part of the planning sub group – but anyone else is welcome to join – we need more people, new ideas and input!

Please volunteer at lgbt@manchester.ac.uk

Next meeting

Everyone should now have been invited to the meeting on 11 June– please let me know if you haven't been

28 May 2015

Manchester Pride: a theme has now been chosen and it is 'Devotion'. <https://bigweekend.manchesterpride.com/take-part/parade/parade-theme-devotion>

We can discuss this more as part of the meeting agenda on 11 June, but there will be an additional Pride meeting on Tuesday 30th June from 5pm in the Student's Union – please RSVP to lgbt@manchester.ac.uk if you are able to attend and assist with the planning of our entry. The student body will also be invited.

Chancellor Elections

You should have all been invited to vote in the latest Chancellor elections <http://www.manchester.ac.uk/discover/governance/chancellor-election/> – maybe this is an opportunity for the group to vote for someone who would be a strong LGBT ally/advocate. You have until 18 June to vote.

IDAHO Event

Thank you to everyone who came and supported the IDAHO event. It was a great turn out. More impressive was the fact that our news piece on staffnet news was the fourth most read article that week 😊
Special thanks to Kirsty for co-ordinating it and to Cath (original LGSM activist) and Jeff (played by Feddy Fox in the film) for the impromptu Q&A session

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Stonewall Questionnaire Changes

Just a reminder that we're still looking for people to help with the questionnaire – so far we just have one person who has come forward to assist. A reminder of why we need some more input:
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Next meeting

Thursday 11 June at 9am. As it's a breakfast meeting we will be providing pastries, tea and coffee – therefore **PLEASE** indicate your attendance/nonattendance via the outlook invite that was sent to you all. If you cannot find that –please mail directly so I can update your attendance – it's just so we order the right amount of food! 😊