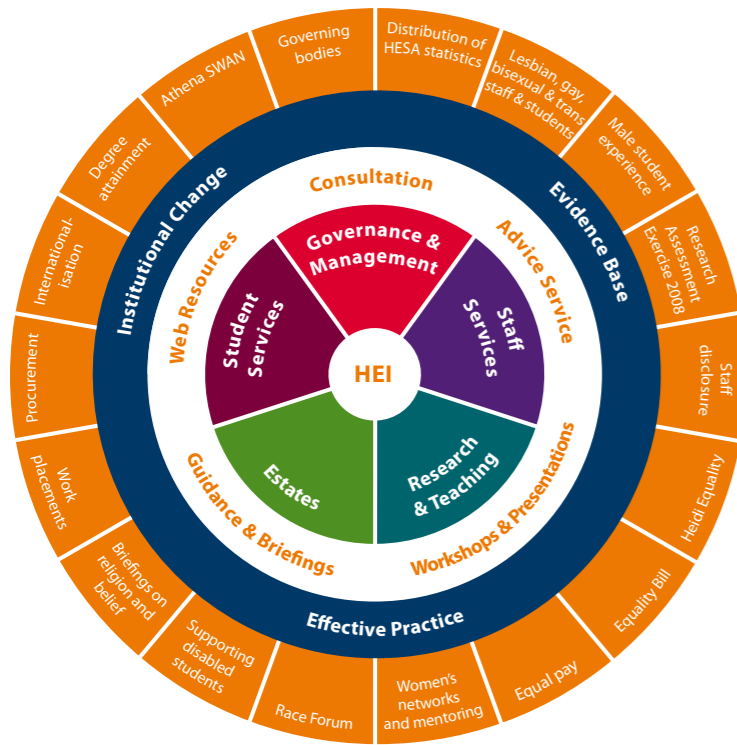


## Programme for 2009



Equality Challenge Unit will continue its strategy of working in close partnership with higher education institutions and with the sector to:

- = develop an authoritative **evidence base**
- = support institutions in implementing **effective practice**
- = promote sustained **institutional change** in relation to equality and diversity

Further details about these projects can be found on Equality Challenge Unit's website at [www.ecu.ac.uk](http://www.ecu.ac.uk)

Equality Challenge Unit supports the higher education sector to realise the potential of all staff and students whatever their race, gender, disability, sexual orientation, religion and belief, or age, to the benefit of those individuals, higher education institutions and society

### Web resources

Up-to-date equality news for the higher education sector and information on all Equality Challenge Unit projects and activities, available on the website at [www.ecu.ac.uk](http://www.ecu.ac.uk)

### Advice service

Equality Challenge Unit provides an advice service for queries on equality matters for all higher education institutions  
Contact [info@ecu.ac.uk](mailto:info@ecu.ac.uk)



Equality Challenge Unit

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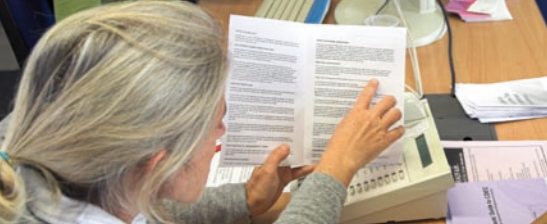
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## Equality Challenge Unit Programme for 2009



Equality Challenge Unit



## Evidence Base

### The development of an authoritative evidence base for equality and diversity

#### Distribution of HESA statistics

Distribution in July 2009 of HESA staff record disaggregated by gender, ethnicity, age and disability

For: Whole sector

#### Lesbian, gay, bisexual and trans staff and students

Conference in Spring 2009 to launch research findings and to consult on future work

For: Whole sector

#### Male student experience

Research into support provided to male students in education, social work, and other subjects where men are under-represented

For: Student services, Research and teaching

#### Research Assessment

##### Exercise 2008

Qualitative research on behalf of HEFCE to investigate the equality implications of RAE 2008

For: Research

#### Staff disclosure

Project with HEIs to pilot interventions to improve staff disclosure of equality data

For: Staff services

#### Heidi Equality

Joint project with HESA to develop an equality function within the Heidi data management tool

For: Whole sector

## Effective Practice

### Projects that support higher education institutions to implement effective practice and to ensure compliance with legislation

#### Equality Bill

Guidance on the implications of the Equality Bill, and advice on conducting equality impact assessments

For: Whole sector

#### Equal pay

Welsh Liaison Group project exploring methods of integrating equality into the pay review process and responding to gender pay inequalities

For: Staff services

#### Women's networks and mentoring

Mapping the impact and sustainability of women's networks and mentoring schemes

For: Staff services

#### Race Forum

HEFCE-funded project to research the experiences of black and minority ethnic staff and to map, trial and evaluate initiatives to address issues raised

For: Staff services, Governance and management

#### Supporting disabled students

Furthering involvement of disabled students; ensuring awareness of disability in personal development plans; guidance on sensory audits of the campus

For: Student services, Estates

#### Briefings on religion and belief

A series of briefings and case studies on how HEIs can reconcile academic/management requirements and religious observance

For: Teaching, Student services

## Institutional Change

### Work with professional groups, networks and agencies to identify and implement inclusive and sustainable policies and practices

#### Work placements

Work with HEIs and host employers to explore the equality impact of work placements and to develop practical guidance

For: Student services

#### Procurement

Guidance on the production of procurement agreements that embed equality principles and standards

For: Governance and management

#### Internationalisation

Research exploring the intersection between internationalisation and equality

For: Whole sector

#### Degree attainment

Mapping and developing initiatives that address the impact of ethnicity on degree attainment

For: Research and teaching, Student services

#### Athena SWAN

Continued management, with UK Resource Centre for Women, of the Athena SWAN recognition scheme for women in science

For: Research and teaching, Staff services

#### Governing bodies

Launch of research and practical guidance, with the Leadership Foundation, to support governing bodies in promoting equality and diversity

For: Governance and management