

Equality Schemes and the Equality Bill

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Promoting equality and diversity in higher education

Session background



- Need to renew gender, disability and race schemes
- Best practice to have a scheme or schemes that covers all areas
- Confusion over what impact assessments are and how to do them
- Equality Bill
- Positive duties and specific duties

Session Overview



- Equality Bill Overview
- Do we need a scheme
- What are the components to a good scheme
- Finally – impact assessments

Key elements of the Bill for schemes



- Introduces 9 ‘protected characteristics’:
 - Race
 - Sex
 - Disability
 - Sexual orientation
 - Religion and belief
 - Age
 - Gender reassignment
 - Pregnancy and maternity
 - Marriage and civil partnership - only affects HEIs as employers
- Including by association

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Key elements of the Bill

- Extends positive action
- Introduces new Equality Duty for public sector.
 - Foster good relations
 - Eliminate discrimination
 - Specific public sector duties



Current Specific duties



- Current specific duties include:
 - Requirement to produce equality scheme
 - Conduct impact assessment
 - Monitor student progression

New Specific Duties

- New specific duties include:
 - Develop and publicly set out equality objectives
 - Set out steps to achieve these over business cycle
 - Implement these steps
 - Review and update objectives every 3 three year
- As part of core planning cycle

A Scheme by another name?



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Practical exercise



- Elements that you like
- Elements that you don't like
- Elements that you recognise

Scheme components

Making it work for you



- Top level ownership
- Objective setting
 - Building on success
 - Duty to consult and involve
 - Focus on outcomes and impacts not processes
 - Contextualising objectives
 - Strategic objectives / institutional strategy

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Scheme components

Making it work for you



- Objectives and action plans
 - Delegate ownership
 - Individual action plans
 - Make it relevant

Scheme components

Making it work for you



- Demonstrating impact
 - What is data?
 - Reviewing success
 - Impact assessments
 - What
 - When
 - How

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