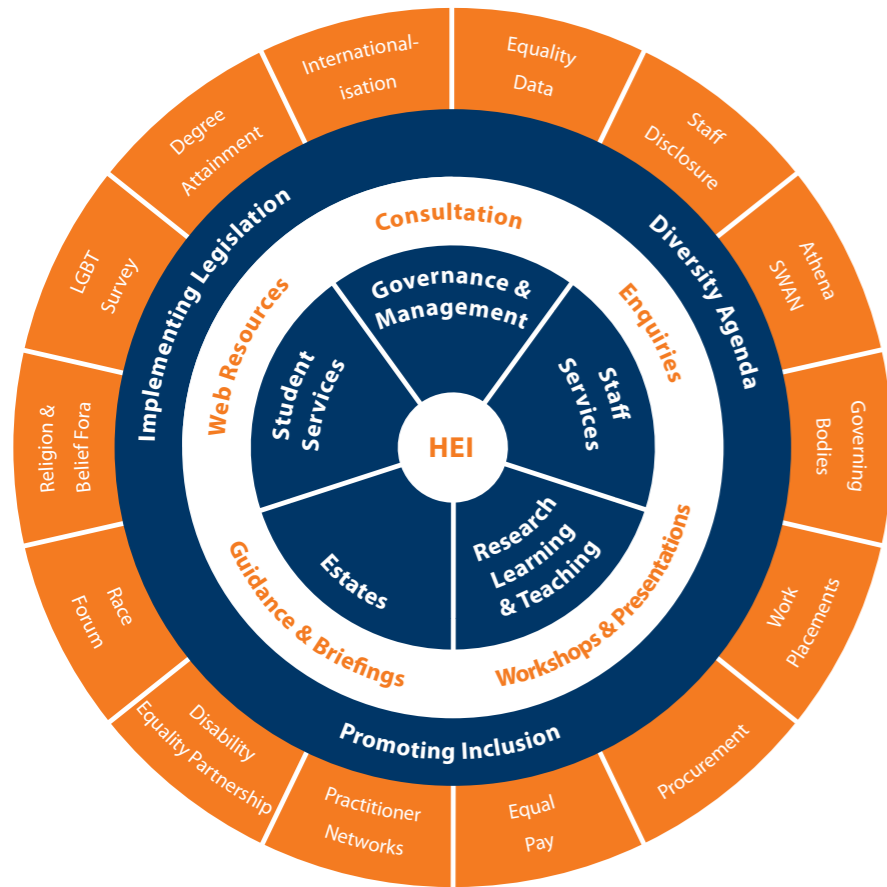


## Equality Challenge Unit Programme 2008



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

**Telephone/email helpline**  
Equality Challenge Unit provides a telephone helpline for queries on equality matters for all higher education institutions  
Contact [info@ecu.ac.uk](mailto:info@ecu.ac.uk)

**Equality Challenge Unit supports the higher education sector in its mission 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**

Equality Challenge Unit's programme for 2008 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)

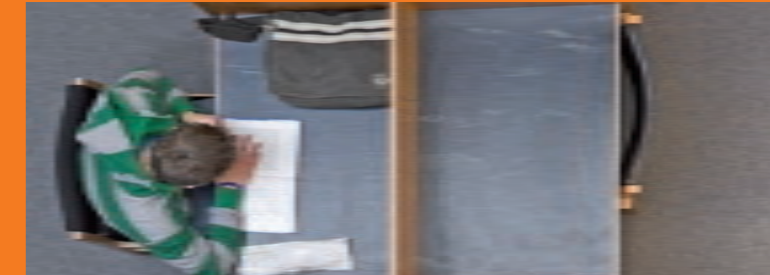


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Please contact us if you would like this leaflet in an alternative format

## Equality Challenge Unit Programme for 2008



Equality Challenge Unit

## The Diversity Agenda

The diversity agenda focuses on the development of an authoritative evidence base for equality priorities and initiatives, and explores the relationship between internationalisation and equality

### HESA staff data

Provision of statistics from the HESA staff record disaggregated by gender, race, disability and age

**For:** Staff engaged in planning, equality and diversity practitioners

### Internationalisation

Research into the relationship between equality and diversity, migration and internationalisation, with focus on equality issues for overseas staff and students

**For:** Staff involved in internationalisation agenda

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

National research and survey to provide evidence of issues facing LGBT staff and students

**For:** Whole sector

### Race Forum

Establishment of Race Forum to commission research addressing issues facing BME staff in higher education

**For:** All staff including managers, HR and trade unions

### Equality data in higher education

Publication of 'State of the Sector' equality report, development of equality indicators, and production of tools for measuring the impact of equality initiatives

**For:** Whole sector

### Staff disclosure

Guidance on improving disclosure rates for disabled staff and students, and for BME groups; updating *Employing Disabled People* guidance

**For:** HR, those involved in data collection

## Implementing Legislation

These projects support higher education institutions in complying with the legislation which underpins the areas of gender, race, disability, sexual orientation, religion and belief, and age

### Single Equality Act

Liaison with the Government Equalities Office, the Equality and Human Rights Commission and the higher education sector regarding the forthcoming Single Equality Act and its implications for the sector

**For:** Whole sector

### Equal pay

Development with the Welsh Liaison Group of guidance for equality and diversity practitioners to support the process of embedding equal pay

**For:** Equality and diversity practitioners

### Race, disability and gender duties

Continued advice and support in relation to the implementation of the public sector duties

**For:** Equality and diversity practitioners, Equality and Diversity Committees

### Religion and belief discussion groups

Work with staff and student religious groups to identify consensus in relation to practical issues arising on campus, leading to production of factsheets

**For:** All staff and students

### Disability Equality Partnership

Work with the Higher Education Academy and Action on Access to support disabled students

**For:** Disability officers, equality and diversity practitioners, academic staff

### Trans staff and students

Written guidance on how to support trans staff and students

**For:** HR, managers, student support officers

### Equality practitioner networks

A programme of workshops for regional and national networks

**For:** Equality and diversity practitioners

## Promoting Inclusion

Equality Challenge Unit continues to work with different professional groups, networks, agencies and unions to identify the equality issues that arise in their work and to develop inclusive and sustainable solutions

### Governing bodies

Joint project with the Leadership Foundation and the Committee of University Chairmen, to research the role of governing bodies in promoting equality and diversity within institutions

**For:** Governing bodies, registry, university secretaries and clerks

### Work placements and careers advice

Work with careers advisers on equality issues relating to their work and work placements

**For:** Careers advisers, academics involved in work placements

### Procurement

Guidance on equality implications for procurement in higher education, with particular focus on accommodation provision

**For:** Staff involved in procurement, accommodation managers

### Occupational health and age

Guidance addressing issues relating to ageing, disability and health

**For:** HR, occupational health staff

### Athena SWAN

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

**For:** Science departments, HR

### Degree attainment

Continuing 2007 project, with the Higher Education Academy, to identify mechanisms for addressing differences in degree attainment for BME and white students, and men and women

**For:** All involved in teaching and learning, and assessment of students, equality and diversity practitioners