

CAMPUS LIFE

Live and learn


**A Conversation on
University Culture:
processes and
procedures around
equality and
diversity**

US

UNIVERSITY
OF SUSSEX

12 June 2018

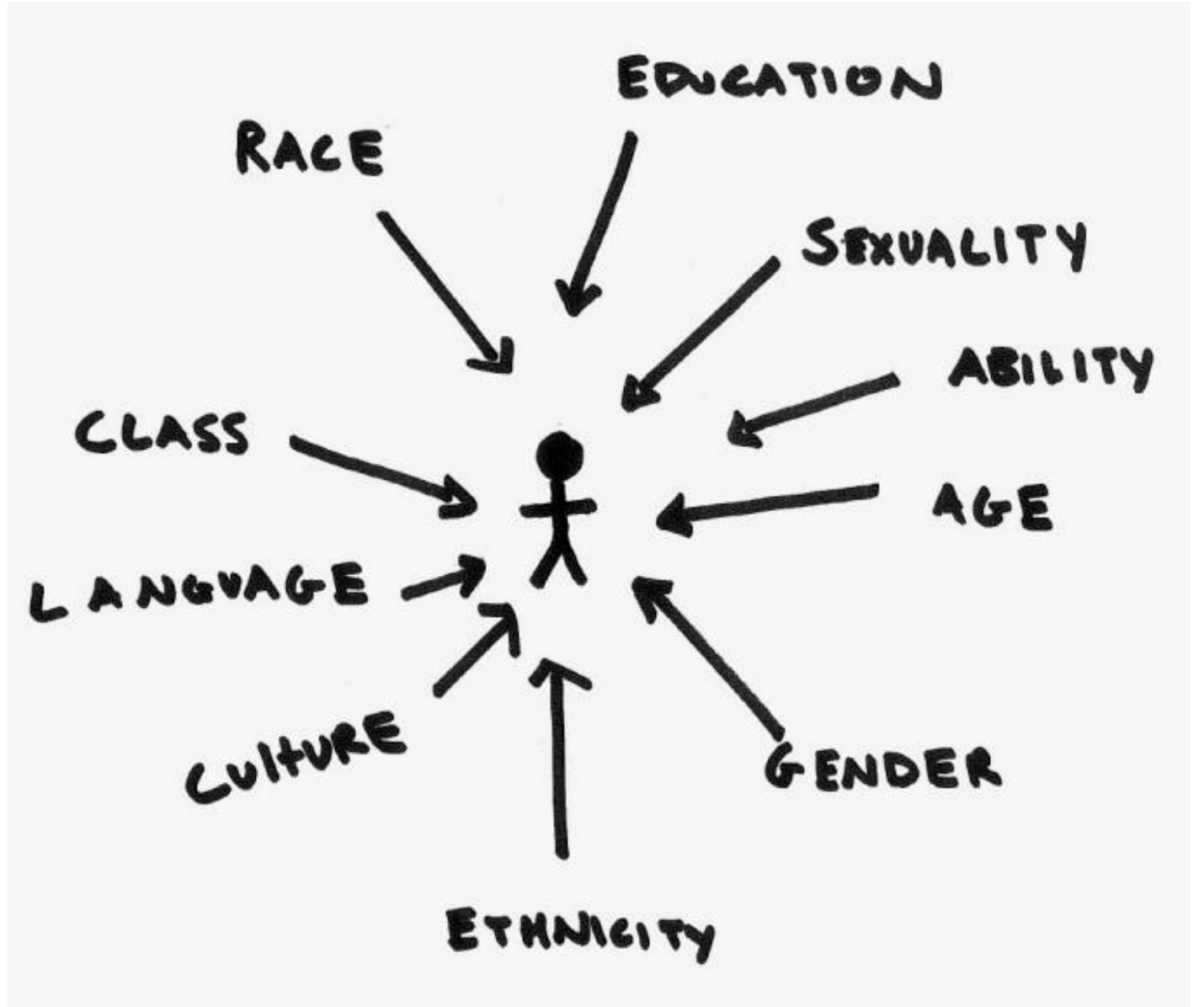
- **10am:** Coffee
- **10.30am:** Introduction
- **10.40am:** Workshop on staff experiences of University equality and diversity processes and procedures
- **11.40am:** Collate experiences. Discussion: how to address these and questions for the afternoon
- **12.30pm:** Lunch
- **1.30pm:** Coffee. Informal collection of ideas
- **2pm:** Equality and Diversity Café: opportunity to talk to E&D reps
- **3.30pm:** Moving forward: action plan, toolkit, handbook



diversity



equality



University-wide conversation

- Creating space to organise collectively
- Establishing and sustaining a meaningful university-wide conversation
- Academic staff and professional services staff
- Equality, diversity, intersectionality
- Solidarity in the workplace, avoid responsabilisation
- Not to impose an agenda
- Ongoing reflexive debate
- Transparency
- Make visible the invisible – structural, institutional inequalities

Example: Bonus and increment

- **Eligibility**
- 2.1. The Discretionary Pay Review is accessible to all eligible University staff holding positions within pay grades 1-9, irrespective of their length of service, provided that they have been in post on the effective date of the award (October 01st) for over six months and are not subject to a capability process or a performance improvement plan
- **Equality of access**
- 3.1. Managers will consider all directly reporting staff members for performance awards within their areas, regardless of their equality group (e.g. gender, age, disability, religion, ethnicity, etc.). Staff on leave (e.g. maternity, paternity, adoption, sick, study) should also be considered.

Equality Act 2010: protected characteristics

- [age](#)
- [disability](#)
- [gender reassignment](#)
- [marriage and civil partnership](#)
- [pregnancy and maternity](#)
- [race](#)
- [religion or belief](#)
- [sex](#)
- [sexual orientation](#)



Equality Act 2010

- **Equality and Human Rights Commission:**
<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-guidance>
- **ACAS:** <http://www.acas.org.uk/media/pdf/m/p/Asking-and-responding-to-questions-of-discrimination-in-the-workplace.pdf>
- Discrimination does not have to be malicious or intended:
- The Equality Act 2010 makes it unlawful to discriminate against someone because of one or more protected characteristics.
- For example if one worker is given an opportunity another is denied due to a protected characteristics this is direct discrimination
- Failure to make reasonable adjustments in relation to disability is discrimination
- Requires men and women to have equal pay for the same job or jobs of equal value or rated as equal by analytical job evaluation

Event Planner

- Wed 12 September 2018
- Wed 7 November 2018
- Wed 13 March 2019
- Wed 12 June 2019
- September 2019
- November 2019
- March 2020
- June 2020



Morning workshop

- Sharing and collecting staff experiences of University equality and diversity processes and procedures, what they are, how they are implemented, if they are implemented, effectiveness and equality legislation. Topics for discussion include but are not limited to:

Promotion	Disability
Precarious contracts	Return to work
Workload allocation	The Equality Act 2010
Incremental pay and bonus	BAME
Maternity leave	LGBTQI
Long term sick leave	Occupational Health
Flexible working	Engagement with HR
Gender Pay Gap	Reasonable Adjustments

Equality & Diversity Café

- Opportunity to ask questions and discuss E&D experiences or procedures with people holding E&D roles in the University:
- Claire Annesley, Deputy Pro-Vice-Chancellor for Equality and Diversity
- Alison Phipps, CHUCL lead
- Mark Walters, Chair LPS Committee for Equality & Diversity
- Charlotte Skeet, UCU Equality Rep
- Charlotte Morris, Teaching Fellow, SE&SW, LPS
- Joanna Wood, Equality & Diversity Coordinator, Global Studies

Moving forward: action plan

- Change language to Equality, Diversity, Intersectionality
- Get rid of 9 month contracts (Oxford)
- Allow PT contracts to go back up to FT without justification
- Ask for stats on increments and bonuses
- APW and marking allocation transparent
- How does the department act on appraisals?