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## UCU Black Members' Conference News

UCU is pleased to invite you to attend its annual Black Members' Conference.  
Friday 12 November 2010  
UCU Head Office, Carlow Street, London

### Black Workers and the Recession in the Education Sector

UCU members are facing the daily challenges of be threatened with redundancies in both the further and higher education sectors.

In what is already an uneven playing field, black workers now more than ever need to be organised as it is widely anticipated that the forthcoming cuts to be announced in the Comprehensive Spending Review will disproportionately impact on black workers.

Black Workers and the Recession in the Education Sector is the theme of this year's annual Black Members' Conference.

Keynote speakers:

Playwright and journalist, **Bonnie Greer**, speaking on '**The impact of the recession on funding and services**'

Director of Diversity Solutions, **Linda Bellos** will address '**Funding Cuts and Fairness**'

Strategic Policy Consultant and Co-founder of Black Activist Against the Cuts (BARAC), **Lee Jasper** will give you the tools to '**Organising to oppose the cuts**'

Chaired by the Chair (Bill Gulam) and Vice-Chair (Cecile Wright) of UCU Black Members' Standing Committee.

In addition to hearing from our speakers, members will have the opportunity to attend one of three workshops covering **Organising black women workers in times of restructuring**, **New racisms and fighting the far right** and **The Equality Act 2010**

Book your place now! This event is an excellent opportunity for you to meet other UCU members, discuss key issues and help formulate policy. The conferences are free of charge and UCU will meet reasonable travel expenses. You can register online at

<http://www.ucu.org.uk/index.cfm?articleid=2699> or you can request a registration form from Sue Bajwa at [sbajwa@ucu.org.uk](mailto:sbajwa@ucu.org.uk).

**In accordance with Rules, Branches and Local Association's will be able to submit nominations and motions for the equality standing committee. Nomination and motion forms are also available online or can be requested from [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk)**

## UCU Black Members' Conference 2010



# Black workers and **the recession** in the education sector

FRIDAY 12 NOVEMBER 2010 AT UCU HEAD OFFICE, CARLOW STREET, LONDON NW1

UCU members are facing the daily threat of redundancies in both the further and higher education sectors. In what is already an uneven playing field, black workers need to be organised as it is widely anticipated that the forthcoming cuts to be announced in the Comprehensive Spending Review will disproportionately impact on black workers.

### Keynote speakers

- **Bonnie Greer, playwright and journalist:** *The impact of the recession on funding and services*
- **Linda Bellos, director of Diversity Solutions:** *Funding cuts and fairness*
- **Lee Jasper, strategic policy consultant and co-founder of Black Activists Against the Cuts (BARAC):** *Organising to oppose the cuts*

Chaired by Bill Gulam (chair), and Cecile Wright (vice-chair)  
UCU Black Members' Standing Committee

### WORKSHOPS

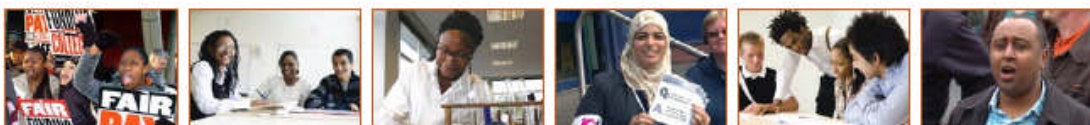
- *Organising black women workers in times of restructuring*
- *New racisms and fighting the far right*
- *The Equality Act 2010*

### BOOK YOUR PLACE NOW

This free conference is an excellent opportunity for you to meet other UCU members, discuss key issues and help formulate policy. Lunch is provided and UCU will meet reasonable travel expenses.

Register online at <http://www.ucu.org.uk/index.cfm?articleid=2699> or contact Sue Moss at [smoss@ucu.org.uk](mailto:smoss@ucu.org.uk) for a registration form.

In accordance with rules, branches and local associations will be able to submit nominations and motions for the equality standing committee. Nomination and motion forms are also available online or can be requested from [equadmin@ucu.org.uk](mailto:equadmin@ucu.org.uk)



## Equality Act Update

The Equality Act 2010 is by far the most far-reaching and comprehensive anti-discrimination legislation for many years.

In the initial phase of implementation, from October 2010, it will extend the scope of indirect discrimination to cover disability and gender reassignment, extend the powers of Employment tribunals; introduce a more claimant friendly concept of "discrimination arising from disability" and dual discrimination. The Act will also make unlawful pre-employment health questionnaires and gagging clauses preventing employees from discussing their pay with colleagues.

Once implemented, the Act will replace the following legislation (as amended): the Equal Pay Act 1970; Sex Discrimination Act 1975; Race Relations Act 1976; Disability Discrimination Act 1995; Employment Equality (Religion or Belief) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003; Employment Equality (Age) Regulations 2006; Equality Act 2006 and the Equality Act (Sexual Orientation) Regulations 2007.

The Equality Act 2006 in so far as it relates to the constitution and operation of the Equality and Human Rights Commission and the application of the DDA 1995 (Northern Ireland), will remain in force.

### Provisions of the Act

The Act sets out some provisions which extend and strengthen protection from discrimination in the employment field, including:

- Improved protection for people with a disability and their carers
- Extended protection from discrimination to people who suffer because they associate with others who have a protected characteristic
- Permitting employers to take positive action in recruitment and promotion
- Requiring private sector employers, from 2013, to report on the gender pay gap whilst rendering pay 'gagging' clauses in persons' contracts unenforceable
- Extending the existing race, sex and disability duties on public duties to religion or belief, sexual orientation and age
- Permitting discrimination cases to be pursued on the basis of a combination of two protected characteristics
- Enabling employment tribunal who find against employers to make recommendations that they should introduce or change workplace policies or practices so as to address discrimination and disadvantage

More worryingly however, the proposals for the new specific duties represent a significant regression in terms of the steps institutions must take in order to show they are meeting the terms of the general duty.

### In summary:

- From 4 April 2011, public bodies will be required to publish information relating to its performance of the general duty this includes:
  - For organisations with more than 150 employees, information relating to the protected characteristics of its workforce
  - Assessments of the impact of its policies and practices or likely impact of its proposed policies or practices
  - Information that was taken into account when assessing the impact of its policies and practices
  - Details of any engagement it undertook with persons

- From 2 April 2012, public bodies must prepare and publish one or more objectives that it reasonably thinks will help it achieve the aims of the general duty
  - The objectives must be specific and measurable and the public body must set out how it intends to achieve them
  - It must consider the information it published relating to equality in the workforce and public service provision before setting objectives
  - Objectives must be published at least every four years
- Information must be published in a way that is reasonably accessible to the public but it does not have to be published in one document it can be set out in another published document.
- The EHRC in its Code of Practice and Guidance on the new single equality duty will set out what kind of information different public authorities will be expected to publish (the EHRC will consult separately on the Code of Practice).
- The EHRC retains enforcement powers for the specific duties

The following, which were proposed by the previous Government, will not happen:

- There will be no specific duties related to procurement
- There will be no Secretary of State duty to report on equality
- There will be no requirement to action plan and set out the steps a public body will take to achieve its equality objectives
- There will be no requirement to look to take into consideration national equality priorities set by the Secretary of State.

### **Next stage: Consultation on the Public Sector Equality Duty**

The Government Equalities Office has launched a consultation of the public sector Equality Duty and is seeking views on their proposals outlined above for draft regulations for the specific duties and the list of public bodies that will be subject to the general and specific duties. The closing date of the consultation is **10 November 2010**. For more information go to:

[http://www.equalities.gov.uk/news/specific\\_duties\\_consultation.aspx](http://www.equalities.gov.uk/news/specific_duties_consultation.aspx)

## **Training**

UCU equality reps and officers will work within branches to promote equality with the employer and union members. This could include looking at issues such as:

<b>Flexible working</b>	<b>Absence management</b>
<b>Discriminatory practices</b>	<b>Equal pay</b>
<b>Equality impact assessments</b>	

They also ensure that UCU's national annual meetings, and any other relevant events and opportunities for women, black members, lesbian, gay, bisexual and transgender (LGBT) members and disabled members are publicised locally, that members from all groups are encouraged to participate, and that the branch maximises the opportunities for recruitment and organisation amongst all groups. Equality reps are key in developing and sustaining national and local equality networks. UCU Equality Reps training course will help you:

<p><b>Understand the role of the UCU equality rep or equality officer</b></p> <p><b>Find out more about discrimination legislation</b></p> <p><b>Find out about good practice and share success stories</b></p> <p><b>Develop tools and techniques for raising equality issues</b></p>	<p><b>Ensure equality is embedded within the branch bargaining and organising agenda</b></p> <p><b>Improve equality policies and agreements</b></p> <p><b>Promote equality in the workplace, branch and the union</b></p> <p><b>Develop equality networks</b></p>
<b>Sharpen negotiating skills</b>	

For more information about this course or others currently being offered as part of the UCU National Training Programme, please visit

<http://www.ucu.org.uk/index.cfm?articleid=331> or email [training@ucu.or.uk](mailto:training@ucu.or.uk)

## Events



Supported by Love Music Hate Racism and backed by the Muslim Council of Britain and the TUC, UAF have called a national march and carnival against racism, fascism and Islamophobia on **Saturday 6 November**.

This event is preceded by a number of rallies to be chaired by Ken Livingstone, UAF Chair and Joint Secretary's, Weyman Bennett and Sabby Dhalu. The rallies will be held in on 30 September in London; 12 October in Glasgow and 16 October in Birmingham. For further information on this or other events being organised by UAF, visit [www.uaf.org.uk](http://www.uaf.org.uk)

## STOP ~~XXXXXXXX~~ THE ~~XXXXXXXX~~ CUTS ~~XXXXXXXXXXXXXXXXXXXXXXXX~~



The demo is part of our strategy to influence the Coalition Government. NUS and UCU firmly believe that education changes the lives of individuals, families and communities. Education and skills will also be key to our economic recovery.

Staff and students in further and higher education are coming together to build an unprecedented coalition to fight against the cuts that have been imposed upon our communities, as well as to resist the prospect of higher fees and increasing privatisation in education.

For further information contact Justine Stephens at [jstephens@ucu.org.uk](mailto:jstephens@ucu.org.uk)



If you have received this newsletter from a colleague and would like to join the black members' network, please send an email to [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) with 'join black members' network' in the subject header.



Want to receive a copy of the latest issue of anti-fascist news? Send an email to [eqadmin@ucu.org.uk](mailto:eqadmin@ucu.org.uk) with 'join AF Network' in the subject header.