



Developing the Framework for a Fairer Future

Equality Challenge Unit
21 October 2008

Promoting equality and diversity in higher education



Equality Challenge Unit

The Equality Bill

A single equality duty: extension to sexual orientation; religion and belief; age

Relations and collaboration between different groups

Positive action

Equality and human rights

The challenges for the public sector

Promoting equality and diversity in higher education

Equality Challenge Unit



Established in 2001 to promote equality for staff in higher education, and since 2006 also students

Funded by the 4 UK funding Councils, Universities UK and GuildHE

Covers England, Wales and Northern Ireland

15 staff, based in London

Promoting equality and diversity in higher education

Equality Challenge Unit Strategy 2007 - 2010



ECU's strategy has three objectives:

To develop an authoritative evidence base

To support higher education institutions in
implementing effective practice (including
compliance)

To promote sustained institutional change

Promoting equality and diversity in higher education

Extending the public sector duties



Harriet Harman statement 26 June 2008:
public sector duties will be extended

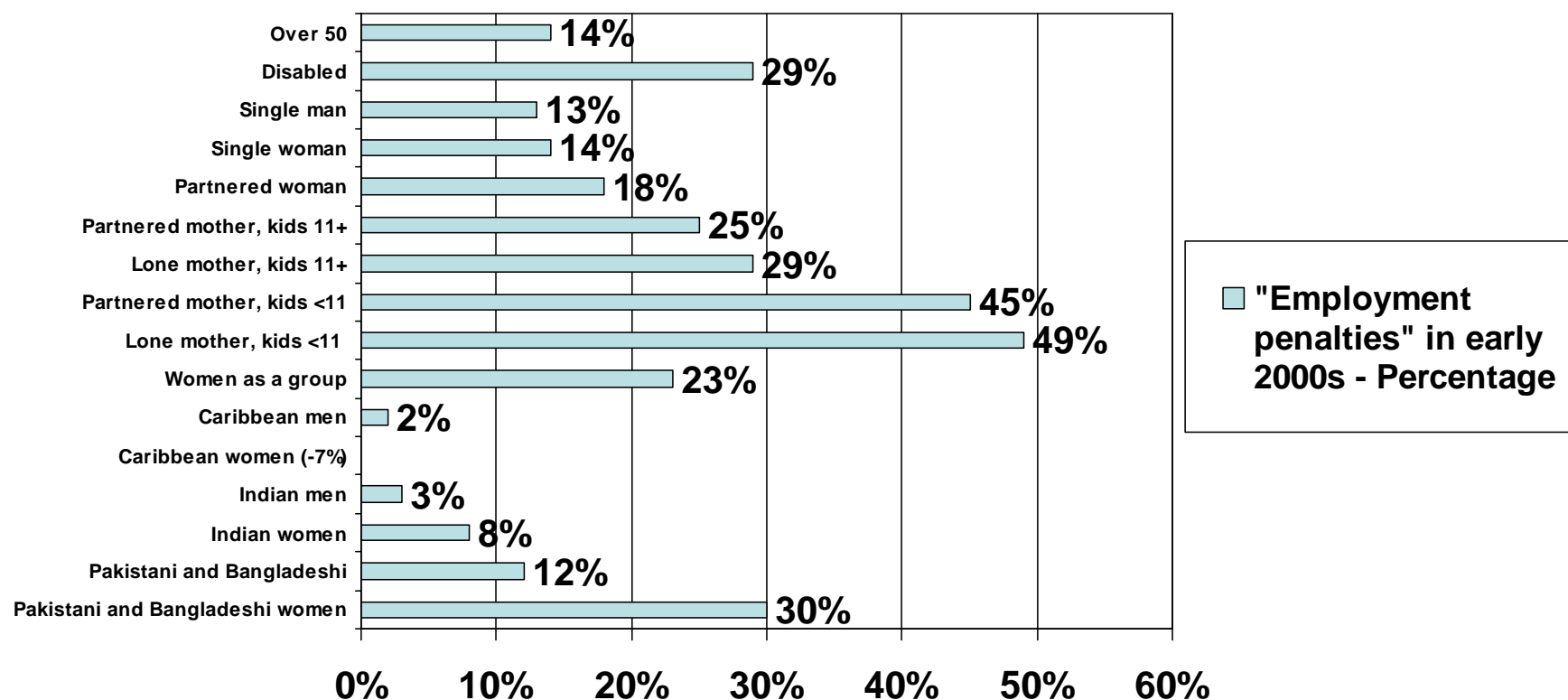
3 existing public sector duties extensive and far-reaching: 'mere compliance'?

Reviews of compliance in higher education sector

3 additional areas: will require prioritisation, evidence based approaches and confidence to engage with competing demands

Promoting equality and diversity in higher education

Intersections and complexity



Source: Equalities Review 2007

Promoting equality and diversity in higher education

Relations between groups and collaboration



The proposed single duty (Framework for Fairness):

Address disadvantage for protected groups

Promote respect for the equal worth of different groups and foster good relations

Meet the different needs of groups

Promote equal participation

Promoting equality and diversity in higher education

Positive action



Harriet Harman statement:

Positive action will allow fact of under-representation to be taken into account when recruiting

Nothing on positive action for students

Promoting equality and diversity in higher education

Equality and human rights



Equality issues primarily manifest themselves in education by patterns of behaviour and outcomes

Lessons of the Stephen Lawrence enquiry

Collective and individual responses

Promoting equality and diversity in higher education

The challenges for public bodies and employers



Alignment of complex legal framework with institutional priorities

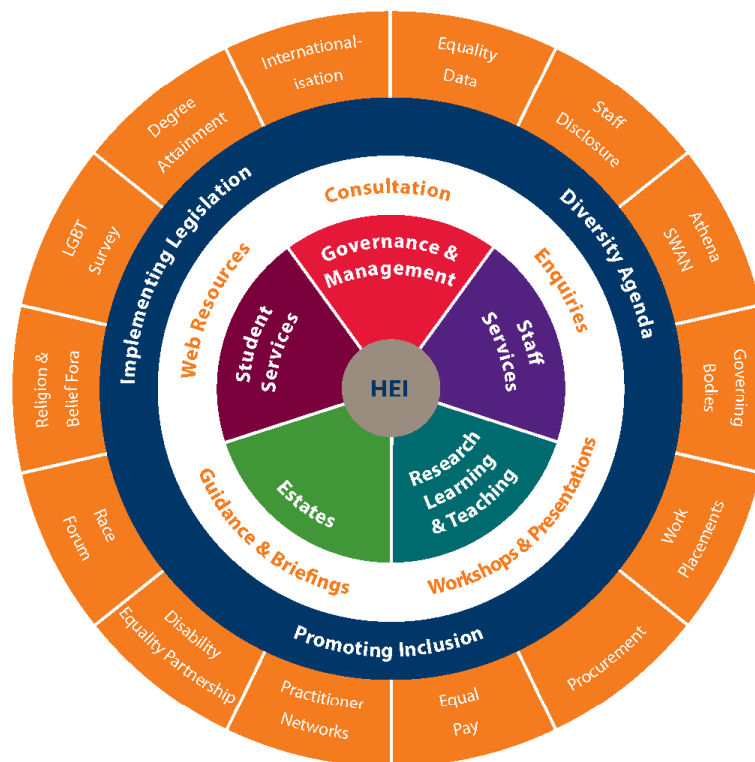
Confidence in prioritisation: evidence based approaches

'The Space Between' – the gap between policy and practice

Working with the staff and students affected – the lessons of the DRC

Working with the decision makers

Promoting equality and diversity in higher education



Promoting equality and diversity in higher education



Equality Challenge Unit

7th Floor Queens House
55/56 Lincoln's Inn Fields

London

WC2A 3LJ

Tel: 0207 438 1010

Fax: 0207 438 1011

www.ecu.ac.uk

Promoting equality and diversity in higher education