

Equality and Diversity

School of Chemistry and Chemical Engineering

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Equal Opportunities Manager









Session objective:

- 1. Raise awareness on Equality and Diversity issues
- 2. Use QUB as an example of employer's approach
- 3. Address any issues / answer any questions!





Equality Legislation

- Equal Pay Act (NI) 1970 (as amended), and Sex Discrimination (NI)
 Order 1976 (as amended)
 - These laws prohibit discrimination on the grounds of sex; pregnancy and maternity leave; gender reassignment; marital status or civil partnership status.
- Fair Employment & Treatment (NI) Order 1998 (as amended)
 - This law prohibits discrimination on the grounds of religious belief and political opinion.
- Race Relations (NI) Order 1997 (as amended)
 - This law prohibits discrimination on the grounds of race; colour; ethnic or national origins; nationality; belonging to the Irish Traveller community.

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Equality Legislation

- Disability Discrimination Act 1995 (as amended)
 - This law prohibits discrimination against disabled persons.
- Employment Equality (Sexual Orientation) Regulations (NI) 2003
 - This law prohibits discrimination on the grounds of sexual orientation.
- Employment Equality (Age) Regulations (NI) 2006 (as amended)
 - · This law prohibits discrimination on the grounds of age.
- Northern Ireland Act 1998 Section 75 Equality Duty



Northern Ireland Act 1998 – Section 75 Equality Duty

- A public authority shall in carrying out its functions relating to Northern Ireland have due regard to the need to promote equality of opportunity:
 - Between persons of different religious belief, political opinion, racial group, age, marital status, or sexual orientation;
 - Between men and women generally;
 - Between persons with a disability and persons without; and
 - Between persons with dependants and persons without.

(Equality Commission Practical Guidance)



Northern Ireland Act 1998 – Section 75 Equality Duty

2. Without prejudice to its obligation under section 1., a public authority shall in carrying out its functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

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Codes of Practice

- Removing Sex Bias from Recruitment & Selection
- Code for the Elimination of Racial Discrimination
- Disability Code of Practice (Employment & Occupation)
- Fair Employment
- Sexual Orientation Discrimination in Northern Ireland (The Law and Good Practice)
- Age Discrimination in Northern Ireland (A Guide for Employers)
- A Unified Guide to Promoting Equal Opportunities in Employment



IMPORTANCE OF CODES OF PRACTICE

6.4.1 This Code of Practice complements the Act. You should use it as a constant reference point. You should study this Code carefully; carry out its recommendations where applicable; make every effort to ensure that your managers, and all those involved in the recruitment, training and promotion of staff are familiar with its recommendations; and discuss the implementation of these recommendations with your trade union or workforce representatives. Your objectives should be to ensure that this Code is used as a working document, is widely understood, and is established as your touchstone of good practice.

(Fair Employment Code of Practice)



Reputational issues

Bad Press / Damaged Reputation

Low Morale

Poor Staff / Colleague Relationships



EO Unit Key Responsibilities

- Policy development
- Monitoring
- Complaints investigation
- Equal Pay
- SWAN (support to schools)
- Equality and Diversity training
- Disability support
- International Staff Forum
- Harassment Advisory Service







QUB Facts and Figures

• 3,735 Staff

77 nationalities represented

564 non UK/Irish staff employed







Staff Statistics

Gender	% of Staff
Female	52.6
Male	47.4
Community Background	% of Staff
Protestant	39.4 [48.9]
Catholic	41.1 [51.1]
Non-Determined	19.5
Disability	% of Staff
Staff with Disability	5.8
Staff with No Disability	76.5
Not Known	17.7
Ethnicity	% of Staff
Ethnic Minority	5.7
White	90.5
Not Known	3.8



Equality and Diversity Strategic Objectives

- 1. Women into senior academic roles
- 2. Attraction and Retention of International Staff and Students
- 3. Institutional SWAN Gold Award





Also.....

Disabled persons placement scheme

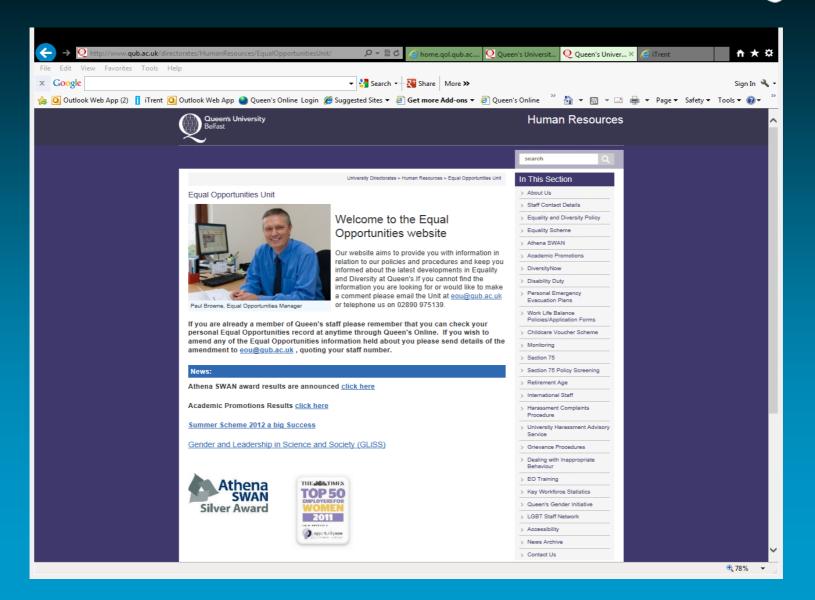
Equal Pay Audit

Pursuit of Employer of Choice Status

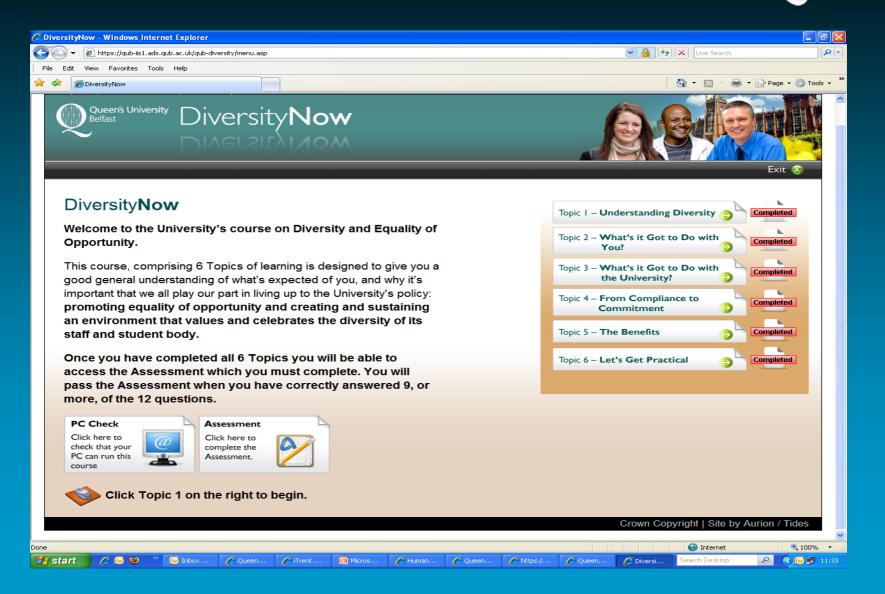
- 1. Business in the Community Shortlisted Finalist "Employer of Choice"
- 2. Family Friendly Employer 2014 "Highly Commended"
- 3. CIPD Health and Wellness Winner
- 4. Employers for Disability NI "Member of Excellence"













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Diversity Now uptake:

84.5% compliant.....

