

Equality and Diversity

School of Chemistry and Chemical Engineering

Paul Browne

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.

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

1. 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.

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”



Equal Opportunities Unit



Paul Browne, Equal Opportunities Manager

Welcome to the Equal Opportunities website

Our website aims to provide you with information in relation to our policies and procedures and keep you informed about the latest developments in Equality and Diversity at Queen's. If you cannot find the information you are looking for or would like to make a comment please email the Unit at EOU@qub.ac.uk or telephone us on 02890 975139.

If you are already a member of Queen's staff please remember that you can check your personal Equal Opportunities record at anytime through Queen's Online. If you wish to amend any of the Equal Opportunities information held about you please send details of the amendment to EOU@qub.ac.uk, quoting your staff number.

News:

Athena SWAN award results are announced [click here](#)

Academic Promotions Results [click here](#)

[Summer Scheme 2012 a big Success](#)

[Gender and Leadership in Science and Society \(GLISS\)](#)



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DiversityNow - Windows Internet Explorer


https://qub-iis1.ads.qub.ac.uk/qub-diversity/menu.asp

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Queen's University Belfast

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Exit


DiversityNow

Welcome to the University's course on Diversity and Equality of Opportunity.


This course, comprising 6 Topics of learning is designed to give you a good general understanding of what's expected of you, and why it's important that we all play our part in living up to the University's policy: **promoting equality of opportunity and creating and sustaining an environment that values and celebrates the diversity of its staff and student body.**

Once you have completed all 6 Topics you will be able to access the Assessment which you must complete. You will pass the Assessment when you have correctly answered 9, or more, of the 12 questions.


PC Check
Click here to check that your PC can run this course



Assessment
Click here to complete the Assessment.



- Topic 1 – Understanding Diversity → **Completed**
- Topic 2 – What's it Got to Do with You? → **Completed**
- Topic 3 – What's it Got to Do with the University? → **Completed**
- Topic 4 – From Compliance to Commitment → **Completed**
- Topic 5 – The Benefits → **Completed**
- Topic 6 – Let's Get Practical → **Completed**

Click  Topic 1 on the right to begin.

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Done

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School of Chemistry and Chemical Engineering

Diversity Now uptake:

84.5% compliant.....

