



MONTHLY EQUALITIES BULLETIN



EQUALITIES UPDATE: January 09, Issue 1/2009

A monthly email bulletin of recent equalities news and publications, produced in partnership by the Highland Council and the Highlands & Islands Equality Forum.

The following information has been sent to you automatically as a member of the Highlands & Islands Equality Forum, or because you have previously received the bulletin from the Highland Council. The Forum is an ESF funded project focusing on equality issues and training. Follow the links below to access equality related articles and publications. If you do not have internet access and would like information, if you have problems with the links, or if you would like to be removed from the mailing list, please contact [Morag Redwood](#) Tel 01463 251738.

The bulletin is prepared by the Highland Council's Equal Opportunities Officer, tel 01463 702094, email rosemary.mackinnon@highland.gov.uk. While we try to ensure that the information transmitted from this bulletin is accurate and appropriate, we accept no responsibility for the content or information provided in the hypertext links.

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AGE

08 Dec 08 [As Selina Scott wins settlement from Channel 5, employers must take rise in age discrimination claims seriously](#) Selina Scott reached a six figure settlement from Channel 5, after she accused the broadcaster of ageism and that age discrimination claims have tripled in the last year.

22 Dec 08 [Commission helps secure legal protection for workers over 65](#)

The EHRC welcomes the Employment Appeal Tribunal (EAT) ruling that a law firm was wrong to force a partner to retire at 65 on the assumption that his performance would decline when he reached that age.

13 Jan 09 [Pensioners could be left behind by government efforts to help low income savers, warns Commission](#) A proposed scheme to help people on low incomes save for a rainy day should be extended to pensioners, the EHRC will say in a briefing sent to Parliamentarians.

20 Jan 09 ['Diversity is core to business growth' - Trevor Phillips and Joan Bakewell outline their vision for the work place.](#) Conference hosted by Employers Forum on Age and Employers Forum on Belief to help employers tackle diversity issues in the face of challenging times for business

14 Jan 09 [Lords support Employers Forum on Age Campaign to scrap Default Retirement Age](#) Strong cross-party support from the House of Lords for the Employers Forum on Age (EFA) campaign to scrap the default retirement age.

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DISABILITY

20 Nov 08 [Publication of Office for Disability Issues research report: Independent living action and learning sites scoping study](#) A new report published today by the Office for Disability Issues presents the output of the scoping study conducted in 2008 that considered initiatives to demonstrate how to use resources to better promote choice and control.

25 Nov 08 [Registered Blind and Partially Sighted Persons Scotland 2008](#)

This National Statistics Publication for Scotland release presents information on the number of blind and partially sighted people who are registered with Local Authorities in Scotland.

27 Nov 08 [Equality and Human Rights Commission: Insight - Work fit for all - Disability, health and the experience of negative treatment in the British workplace](#) This research shows that disabled people and people with long-term illnesses are more likely to perceive themselves as subject to negative treatment at work.

27 Nov 08 [Disabled people more likely to experience bullying and harassment at work, new research finds](#) Disabled people and those with long term ill-health are facing higher levels of hostile and negative treatment in the workplace according to new research published by the EHRC.

Dec 08 [New resource website for disabled people](#)

The Commission has joined forces with the Centre for Accessible Environments (CAE) to develop and maintain a resource website for local access groups.

Dec 08 [Access the Consultation on the Removal of the Transport Exemption](#)

The [consultation](#) on the Removal of the Transport Exemption from Part III of the Disability Discrimination Act 1995 (DDA) runs from 8 December until 13 March 2009.

Dec 08 [SCLD Newsletter](#)

The winter edition of the Scottish Consortium for Learning Disabilities is now available on the SCLD website.

Dec 08 [Scotrail Disabled Persons Protection Policy](#)

Sets out the procedures and policies that ScotRail has in place to help people with disabilities.

01 Dec 08 [Disability equality reports published](#)

11 Secretaries of State published reports on the progress they have made towards disability equality. The reports, which are the first of their kind, reflect an honest view of progress towards disability equality and also how the Government will work together to make improvements.

05 Jan 09 [Delays in ratifying the UN Disability Convention risk damaging the UK's reputation](#)

[as a leader on disability rights, Commission warns](#) The EHRC is writing to the Secretaries of State for four government departments, asking them to explain and justify the large number of reservations they are requesting from the [UN Convention on the Rights of Persons with Disabilities](#).

08 Dec 08 [Support needed for people with mental health problems](#)

A lack of trained professionals means that many people with mental health problems face permanent unemployment, according to the Sainsbury Centre for Mental Health and the College of Occupational Therapists.

17 Dec 08 [Consulting on indirect discrimination](#)

The Government proposes that, for the Equality Bill, it should replace disability-related discrimination with the concept of indirect discrimination, which is used for other protected characteristics, such as gender and age.

08 Jan 09 [RNIB Happy birthday Louis Braille](#)

It is 200 years since the birth of [Louis Braille](#), the man who invented braille. This area of the website is dedicated to celebrating braille and the freedom and power it has given to so many blind and partially sighted people across the world.

16 Jan 09 [Commission helps secure landmark accessibility ruling for disabled people](#)

In the first ruling of its kind, a judge has ordered the Royal Bank of Scotland to install a lift so that a wheelchair user can have the same access as any other customer.

19 Jan 09 [Valuing people now - New vision for people with learning disabilities](#)

A Three Year Strategy for People with Learning Disabilities (England) presents a new vision for improving services for people with learning disabilities across health, housing, employment and community care services.

19 Jan 09 [Evaluation of 'see me' - the National Scottish Campaign Against the Stigma and Discrimination Associated with Mental Ill-Health](#) A summary of the evaluation of the operation of "See Me" the national campaign against stigma and discrimination associated with mental ill health, conducted by a consortium led by the Scottish Development Centre for Mental Health.

20 Jan 09 [Web cafe planned for blind people](#)

Scotland's first ever internet cafe for blind and partially sighted people will open in Glasgow later this year.

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GENDER

Dec 08 [The ERS Women's Newsletter](#)

The Electoral Reform Society's newsletter for December 2008.

08 Dec 08 [The Gender and Access to Health Services Study: Final report](#)

This report presents findings from a study of the different ways women and men access health services in order to provide an evidence base to help determine key gender health priorities for the department and the NHS.

15 Dec 08 [Celebrating women's suffrage](#)

The 90th anniversary of the election of the first woman to Parliament - Sinn Fein MP Constance Markievicz - and the first general election in which women could vote, was marked on 14 December 2008.

18 Dec 08 [Inquiry into female offenders launched by Equal Opportunities Committee](#)
The Scottish Parliament's Equal Opportunities Committee is seeking responses to as its inquiry into female offenders in the criminal justice system.

22 Dec 08 [Tackling domestic abuse](#)
Launch of new Scottish Government campaign and police procedures for dealing with domestic abuse cases.

Jan 09 [International Women's Day rapidly approaching](#)
IWD is a global day celebrating the economic, political and social achievements of women. Around the world, websites link to this site. Add your own IWD events and news.

15 Jan 09 [Commission launches Power List to celebrate achievements of professional Muslim women](#) The EHRC launched the Muslim Women Power List in association with [The Times](#) newspaper and Emel magazine. The Power List is a celebration of Muslim women within the working community in Britain who have already reached the top of their chosen field or are on the fast track to success.

20 Jan 09 [Call for more male nursery staff](#)
Men are being urged to take jobs in nurseries after a survey suggested many parents want their toddlers to have more contact with male role models.
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RACE AND INTEGRATION

18 Nov 08 [Ethnic Minorities in Politics, Government and Public Life](#)
Ethnic minorities make up about 8% of the population of the United Kingdom, but are generally under-represented in politics and government. This note sets out the latest figures for elected bodies, the Government and other public organisations.

20 Nov 08 [Working Together to Deliver for Gypsies and Travellers](#)
Transcript of the speech by Communities Minister Iain Wright to the National Association of Gypsy and Traveller Officers. He talks about the need to improve health, safety and well-being among Gypsies and Travellers.

28 Nov 08 [Combating racism through criminal law](#)
Council Framework Decision 2008/913/JHA on combating certain forms and expressions of racism and xenophobia by means of criminal law ([OJ L328, 06/12/08](#))

Dec 08 [Young Black People and the Criminal Justice System](#)

Home Affairs Select Committee Inquiry.

Dec 08 [Racism and its impact on young people](#)
European Youth Forum report.

01 Dec 08 [Scottish Government Race Equality Scheme 2008-2011](#)
Scottish Government's reviewed Race Equality Scheme

16 Dec 08 [Commission welcomes 'honest and rigorous' review into race equality in prisons](#)
The Prison Service today published their Race Review 2008 report detailing progress made within the Service on race equality over the past five years.

17 Dec 08 [Race Equality Advisory Group: A five-year review](#)

This document reviews the government's work and impact of the Race Equality Advisory Group with recommendations for the future.

18 Dec 08 [Work restrictions will continue for Bulgarians and Romanians](#)

The decision, which follows advice from the independent Migration Advisory Committee (MAC), ensures that the interests of British workers are protected, and that those migrant workers who can come here to work are the people we need – and no more.

Jan 09 [Only 3% of council members are BMEs says latest census](#)

Councillors continue to be 'stale, pale and male' despite pressure to make them more representative of the public according to latest figures.

09 Jan 09 ['Tell me What I Need to Know' now available online](#)

The Runnymede Trust designed Tell Me What I Need to Know to help parents, particularly those from Black and Minority Ethnic (BME), Refugee, Asylum-seeking and Traveller communities to support their children's education more confidently and effectively.

12 Jan 09 [Commission reports on Police and Racism, ten years on from the Macpherson Inquiry](#) A decade after the Macpherson Inquiry into the death of Stephen Lawrence, the police service across England and Wales has made significant progress in dealing with race equality issues, according to an EHRC [report](#).

13 Jan 09 [The Commission and comments by Prince Harry](#)

On 10 January the Commission issued a following statement in response to allegations that Prince Harry had used offensive language.

13 Jan 08 [Agencies 'happy to discriminate'](#)

Letting agents and employment agencies in the west of England are willing to discriminate against ethnic minority groups, a BBC investigation has found.

15 Jan 09 [Government's new bill shakes up the route to citizenship](#)

A bill to make newcomers to the UK earn the right to stay here, strengthen the border, and ensure we have a firm but fair immigration system was published in Parliament.

15 Jan 09 [Dragon to breath fire for ethnic minority task force](#)

Entrepreneur and star of BBC's Dragon's Den, James Caan was today appointed the new Co-Chair of the Department of Business's Ethnic Minority Task Force.

19 Jan 09 [Institutions must catch up with public on race issues](#)

British institutions have not kept up with a public sea-change on attitudes to race and discrimination following Stephen Lawrence's murder, according to Trevor Phillips, Chair of the EHRC.

19 Jan 09 [New report paints picture of a more diverse Britain with increased trend for mixed race relationships](#)

A new report published today from the EHRC shows there is a new and growing diversity among young people that makes the very concept of black and white harder and harder to define.

19 Jan 09 [Phillips clears police of racism](#)

The police should no longer be accused of institutional racism, the UK's equalities chief has said.

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RELIGION OR BELIEF

Dec 08 [Religion or Belief: A practical guide for the NHS \(England/Wales only\)](#)

This guide is part of a suite of guidance that seeks to equip NHS staff at all levels – whether as employers, employees, service planners, commissioners or providers – to understand the needs of all people.

22 Jan 09 [Edinburgh Inter-Faith Association Lecture](#)

The First Minister to deliver lecture celebrating the strengths of a diverse modern Scotland.

Jan 09 [Statement regarding the continuation of funding from the Scottish Government](#) The Scottish Inter Faith Council (SIFC) is pleased to confirm the continuation of funding from the Scottish Government ensuring the ongoing work of the organisation and securing all staff posts.

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SEXUAL ORIENTATION

24 Nov 08 [Lesbian, Gay, Bisexual and Transexual History Month](#)

Transcript of the speech by Children's Minister Baroness Delyth Morgan. She says that schools have a duty to promote equality of opportunity for all students and staff, regardless of their sexual orientation, race, religion or disability.

Dec 08 [Seeking protection for victims of homophobic harassment](#)

The EHRC is supporting the case of Stephen English, a married heterosexual man who has brought a claim against his former employer after suffering years of homophobic taunting.

Dec 08 [The double-glazed glass ceiling: lesbians in the workplace](#)

Presents the findings of discussion with a range of lesbian and bisexual women about their experiences in the workplace, in particular their perceptions and expectations of the impact that their sexuality might have on them.

Dec 08 [Dealing with Homophobia and Homophobic Bullying in Scottish Schools](#)

This [toolkit](#) with [lesson plans](#) has been developed as one of a number of equality projects covering a range of issues. It follows research to identify policy, practice, awareness and confidence around dealing with homophobic incidents.

07 Jan 08 [Lloyds TSB tops Stonewall's 2009 list of gay-friendly employers](#)

Stonewall has published the [Top 100](#) Employers 2009, showcasing Britain's best employers for gay staff. [Scottish Government Top Scottish Employer 2009](#).

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EQUALITY AND DIVERSITY GENERAL

17 Nov 08 [A methodological workshop on attitudes to equality in Scotland](#)

Report by Norma Hurley, Blake Stevenson on behalf of the Equality and Human Rights Commission.

26 Nov 08 [Procurement and supplier diversity in the 2012 Olympics](#)

Research was commissioned by the EHRC to explore whether the Olympic Delivery Authority's procurement policies and practices are benefiting businesses in the five host boroughs of the London 2012 Olympic Games with a particular emphasis on businesses owned by ethnic minority groups, women, and disabled people.

Dec 08 [Continuing the Diversity Journey](#)

EU report on business practices, perspectives and benefits.

17 Dec 08 [Equality group inequalities in education, employment and earnings: research review and analysis of trends over time](#) This [report](#) provides the first-ever analysis in a single study of patterns and trends in the educational and work-life experiences of several equality groups.

17 Dec 08 [Mobility, careers and inequalities: a study of work-life mobility and the returns from education](#) This [report](#) reviews what is known about patterns of work-life mobility for a number of key equality groups: women, ethnic minorities and disabled people.

17 Dec 08 [Early years, life chances and equality: a literature review](#)
This [report](#) draws together existing knowledge on groups within the population who experience disadvantage in life chances.

Jan 08 [Equal Opportunities Committee](#)

Meetings and work of the Scottish Parliament's Equal Opportunities Committee. Room 1.

Jan 09 [SHRC website now live](#)

The Scottish Human Rights Commission website is now live. They are running a consultation on ideas for their first strategic plan until March 2009.

13 Jan 09 [Panel on fair access to the professions announced](#)

Cabinet Office Minister Liam Byrne announced The Panel on Fair Access to Professions - its task is to ensure everyone has a chance of getting in to the main professions whatever their background as part of The New Opportunities White Paper.

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EVENTS

01 – 28 Feb 09 [LGBT History Month](#)

Events during February 2009

05 Feb 09 [LGBT Youth Scotland Schools Conference 2009](#), The University of Edinburgh

11 Feb 08 [Making it real: supporting your LGBT staff](#), Stonewall Scotland Workplace Conference 2009, Edinburgh.

12 Feb 09 [The Big LGBT Conversation](#): Scotland's Future at the Scottish Story Telling Centre in Edinburgh.

13 Feb 09 [Make a difference in your community](#), Government Equalities Office event to encourage more women, especially those from ethnic minority backgrounds to consider standing as a local councillor, Glasgow.

23 Feb 09 [Improving Services and Embedding Equality](#), Capita's Annual Disability Forum, Central London

25 Feb 08 [Equality and Human Rights Commission](#), Inverness. Opportunities for advice-giving and frontline representatives of voluntary, community, and educational organisations to meet the EHRC Legal Team and find out more about the Commission. For information contact James Andrew 0141 228 5917 / David Reilly 0141 228 5967 / roadshow@equalityhumanrights.com

25 Feb 09 [The Equality and Diversity Symposium: Developing the Framework for a Fairer Future](#), Public Policy Exchange Symposium, London

25 Mar 09 [Integration, Building a New Life in the UK](#), Refugee Council Conference, London

26 Mar 08 Glasgow, 27 Mar 08 Aberdeen, 20 April 08 Edinburgh [Conference for Women](#), SkillPath Seminars

Various dates 2009 [SAIF Training Programme 2009](#), Scottish Accessible Information Forum, Aberdeen, Edinburgh and Glasgow

Ongoing, [Women@Work Project](#), Network meetings throughout Highlands & Islands for details contact: womenatwork@weascotland.org.uk.

Ongoing, [Highlands & Islands Equality Forum](#) training and awareness raising throughout Highlands and Islands for further details contact [HIEF](#)
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