



## MONTHLY EQUALITIES BULLETIN



EQUALITIES UPDATE: Nov 2008, Issue 11/2008

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](mailto:Morag.Redwood@highland.gov.uk) Tel 01463 251738.

The bulletin is prepared by the Highland Council's Equal Opportunities Officer, tel 01463 702094, email [rosemary.mackinnon@highland.gov.uk](mailto: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

30 Oct 08 [Promoting inter-generational understanding through Community Philosophy](#) This study looks at how Community Philosophy can open community conversations with and between generations about 'nuisance' behaviours and the fear of crime.

01 Nov 08 [Age discrimination redundancy schemes](#)

In order to justify a redundancy scheme which is age discriminatory, the employer must show that the scheme adopted is proportionate to its legitimate aims, the EAT has ruled. *MacCulloch v Imperial Chemical Industries plc* (29 July 2008).

01 Nov 08 [EFA calls for equal minimum pay for younger workers](#)

The Employers Forum on Age (EFA) is calling on the Government to equalise the minimum wage for all workers.

01 Nov 08 [Tesco's over-50s workforce soars](#)

One in five Tesco employees are now aged over 50, the supermarket giant has revealed.

03 Nov 08 [Encouraging labour market activity among 60-64 year olds](#)

This report presents the findings of a qualitative research study, commissioned by the Department for Work and Pensions (DWP) in October 2006, to examine how to best encourage the 60-64 age group to take up or remain in work.

12 Nov 08 [Young and older workers worst hit by unemployment](#)

Longer term unemployment among young and older workers is growing sharply.

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## **DISABILITY**

07 Oct 08 [Children with additional support needs](#)

Changes to the Additional Support for Learning Act 2004 will strengthen the rights of children with additional support needs and their parents.

08 Oct 08 [Director of Public Prosecutions urges action on disability hate crime](#) In his speech, Sir Ken Macdonald, who is head of the Crown Prosecution Service, said a "vast" amount of disability hate crime was not being picked up by the criminal justice system.

06 Oct 08 [Statement from the new Minister for Disabled People](#) "I am determined to sustain the momentum towards equality for disabled people by 2025,"

27 Oct 08 [Inclusion Development Programme: Primary and secondary initial teacher training for dyslexia and speech, language and communications needs DVDs](#) These DVDs help teachers to support continuity and progression for pupils with dyslexia or speech, language and communication needs.

28 Oct 08 [Disability and Carers Service: Annual report and accounts 2007-08](#)

This report outlines the Disability and Carers Service's achievements against its public service agreement targets in the past year.

28 Oct 08 [Directgov offers Blue Badge Information](#)

The government's central citizen information portal has launched a new mobile phone service for disabled people. Directgov has opened the service for Blue Badge holders to provide information on relevant local facilities.

29 Oct 08 [Mental Capacity Act 2005: Deprivation of liberty safeguards - Draft standard forms](#) These forms will help facilitate best practice, training and preparation in advance the Deprivation of Liberty Safeguards coming into effect.

30 Oct 08 [Individual Budgets for Families with Disabled Children: Scoping study - Literature review report](#) This literature review supports research on a pilot programme providing families with individualised budgets for the care of disabled children.

Nov 08 [Transforming lives in Scotland: Breaking down barriers to independent living](#) Giving disabled people support to get out of residential care and into an active life in the community is the aim of 'Independent Living', a £600,000 partnership between the Commission and the Scottish Government.

Nov 08 [Commission calls for action on disability hate crimes](#) When Steven Hoskin, a 30-year-old with learning difficulties, was tortured and hung from a bridge by a gang last year, disability hate crime was put in the national spotlight.

Nov 08 [Movement slams watchdog's first year](#) The Equalities and Human Rights Commission (EHRC) is being criticised by the disability movement for its failure to build on the legacy of the Disability Rights Commission (DRC) and speak out on behalf of disabled people.

04 Nov 08 [Managing mental health and employment](#) This report presents the findings of an exploratory qualitative study commissioned by the Department for Work and Pensions (DWP) to investigate the experiences of people who had sustained paid employment while experiencing a mental health condition.

13 Nov 08 [Disabled bay laws to win backing](#) Proposed legislation which would see people fined for wrongly parking in disabled bays will move a step closer to becoming law.

13 Nov 08 [Stamp out bullying of children with special educational needs and disabilities](#) Children's Secretary Ed Balls announced today, at the launch of anti-bullying week, a clampdown on the bullying of children who have special educational needs (SEN) and disabilities with the launch of a film for school pupils. [back to contents](#)

## **GENDER**

Sept 08 [More women in work, but half in part-time jobs](#) More women are in work than ever before, but almost half of their jobs are part time, according to a new report by the Office for National Statistics.

Oct 08 [More councils can raise cash for equal pay](#) The Government has approved £455 million of capitalisation to help 34 councils in England meet their equal pay liabilities.

02 Oct 08 [Progress for women not fast enough more than forty years before equality on FTSE boards](#) Deputy Minister for Women Barbara Follett called on FTSE companies to appoint more women to their boards, highlighting the increased profitability which can result. New figures show that only 12% of FTSE board directors are female.

30 Oct 08 [£500,000 to support women's enterprise](#) The new policy centre which is receiving over £500,000 of funding from the Department of Business is the first of its kind in Europe and will act as a 'one-stop' shop for the latest in women's enterprise-related research and policy.

30 Oct 08 [Women's Prowess Policy Centre](#)

The first ever national women's policy centre will be launched by the Government at a reception at Number 11 Downing Street.

31 Oct 08 [National Domestic Violence Delivery Plan: Annual progress report 2007-08](#)

This report covers progress in England on early identification of domestic violence, capacity building to improve support for victims and improvements to the way the criminal justice system deals with domestic violence.

Nov 08 [New Survey reveals parents demand more flexible working](#)

83% of dads and 86% of mums want to work flexibly according to the 'Homefront' survey conducted by two of Britain's leading parenting groups, Mumsnet and Dad Info. The Equality and Human Rights Commission sponsored the survey as part of our Working Better Consultation.

03 Nov 08 [Trans: A practical guide for the NHS](#)

This document gives best practice advice for NHS organisations to address their responsibilities relating to employment and healthcare delivery for trans people.

14 Nov 08 [Gender pay gap 'still widening'](#)

The gap between men and women's pay in the UK has started to widen again, according to official government figures just released. On average, men earn £15.54 an hour, compared with £12.88 for women.

18 Nov 08 [New guidelines on rape inquiries](#)

Rape cases are to be investigated more like murder inquiries under new guidelines published by Scotland's most senior law officer.

24 Nov 08 [Electoral Reform Women's bulletin](#) ERS bulletin on women, politics and elections.

25 Nov 08 [WI asked to help tackle sex trade](#)

The minister for women is to ask members of the Women's Institute (WI) across England to help root out sleazy adverts in their local newspapers.

25 Nov 08 [Domestic abuse recorded by police 2007-08](#)

A National Statistics Publication for Scotland. The publication includes key statistics on the number of incidents of domestic abuse recorded by the police.

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## **RACE**

28 Oct 08 [Tough new measures to exclude stirrers of hate](#)

Tough new measures to prevent individuals who foster extremism or hate entering the UK were today announced by the Home Secretary Jacqui Smith.

29 Oct 08 [The changing pattern of earnings: employees, migrants and low-paid families](#)

Exploration of the assumption that individuals can work their way out of poverty, focusing on the changing earnings of employees, the integration of migrants and the progression of low-paid families in Britain since the late 1970's.

29 Oct 08 [Black Boys Can Make It Conference: Speech by David Lammy](#)

This is a transcript of the speech by Higher Education Minister David Lammy at the University of Oxford on 27 October 2008. He talks about the importance of helping excluded groups into higher education.

Nov 08 [Help white working class, or Britain risks fuelling anti-immigrant surge](#)

The Commission's chair Trevor Philips warned that Britain risks fuelling anti-immigrant sentiment unless it takes active steps to help those hit hardest by the economic crisis, including the white working class.

01 Nov 08 [Race and faith inquiries into Metropolitan Police Authority](#)

The Government has announced a review of recruitment and promotion prospects for ethnic minority officers in the police service, following a statement from the Metropolitan Black Police Association that it will discourage ethnic minorities from working for the Metropolitan Police.

07 Nov 08 ["Talking our way out of trouble: How media can combat intolerance"](#)

The seventh and last Brussels Debate in the framework of the European Year of Intercultural Dialogue 2008 was held on Wednesday evening and focused on the contribution of media to a diverse and open society in Europe.

08 Nov 08 [Bias 'would hamper British Obama'](#)

British equivalent of Barack Obama would find it extremely difficult to become prime minister, the head of the UK equality watchdog has said.

11 Nov 08 [200,000 fewer jobs available for migrant workers](#)

The number of jobs available to foreign workers through the shortage occupation route will be reduced, the Government announced today.

13 Nov 08 [Study criticises ethnic relations](#)

Councils could do more to improve their understanding of ethnic minorities, according to a report.

18 Nov 08 [Downturn blamed for racism rise](#)

Tensions caused by economic difficulties and competition for jobs could be behind an increase in racism in the Highlands, police have said.

20 Nov 08 [New measures to aid minority ethnic recruitment, retention and progression in the police](#)

Policing Minister Vernon Coaker published a report on work in police forces England to aid minority ethnic recruitment, retention and progression in the police.

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## **RELIGION OR BELIEF**

28 Oct 08 [Scottish Islamic foundation Muslim youth survey](#)

Faisal Hussein, Youth Development Officer for the Scottish-Islamic Foundation has recently been appointed as a national [Youth Development Officer](#) for the Scottish-Islamic Foundation and is looking to engage with community representatives, young people, imams and parents to develop a strategy for youth work in

communities around Scotland.

30 Oct 08 [Young Scottish Muslim Awards](#)

First Minister Alex Salmond attends awards ceremony and will celebrate the achievements of young Scottish Muslims and the positive contribution they make to Scotland at the Young Scottish Muslim Awards in Glasgow.

26 Nov 08 [Learning about the Holocaust](#)

Scottish Government to fund school visits to Auschwitz.

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## **SEXUAL ORIENTATION**

30 Oct 08 [Stonewall launches Britain's largest recruitment guide for gay jobseekers](#)

Stonewall today launched the fourth and biggest edition of Starting Out, Britain's national lesbian and gay recruitment guide.

31 Oct 08 [Commission seeks protection for victims of homophobic harassment](#)

The Equality and Human Rights Commission 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.

04 Nov 08 [Lesbians find sexism a bigger barrier to work success than homophobia – new Stonewall report finds](#)

New research into the experiences of lesbians in the workplace published today by Stonewall finds that gay and bisexual women often think their gender is more of a barrier to success at work than their sexual orientation.

04 Nov 08 [Gay blood donor appeal rejected](#)

The blood transfusion service has rejected calls from gay men's groups to lift the ban on them donating blood.

05 Nov 08 [People, Communities and Living](#)

Scottish Government Response to "Challenging Prejudice: Changing Attitudes Towards Lesbian, Gay, Bisexual and Transgender People in Scotland."

07 Nov 08 [Stonewall Award winners include Sue Perkins, Sandi Toksvig and Gene Robinson](#)

The third Stonewall Awards, hosted by actor Richard Wilson, were held at London's V&A and attended by 400 people including celebrities, politicians, sportspeople and writers. The event celebrated those who have made a positive impact on the lives of lesbian and gay people in 2008.

12 Nov 08 [Gay adoption not widely supported](#)

Adoption of children by single people or gay couples is opposed by more than one in three people, a poll for Action for Children has suggested.

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## **EQUALITY AND DIVERSITY GENERAL**

Oct 08 [Are You Really Listening?](#)

Projects across Scotland - Stories about stigma, discrimination and resilience

towards mental health problems among black and minority ethnic communities

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

The EHRC in Scotland commissioned consultants to develop a bank of questions on equality and to engage the research community in Scotland in the debate about what is meant by equality and why it matters.

Oct 08 [Equal pay reviews survey 2008](#)

This report presents the findings of the 2008 equal pay reviews survey conducted by IFF Research on behalf of the EHRC

Oct 08 [The under-pensioned: disabled people and people from ethnic minorities](#)

This research was commissioned by the EHRC to examine the likely future pension incomes of disabled people and people from ethnic minorities.

24 Oct 08 [Digital Inclusion recent research](#)

The information in this Communities and Neighbourhoods website provide details new research and resources which have been developed to assist local authorities, the third sector and private enterprise in tackling digital inclusion.

Nov 08 [Consulting on the EHRC future plans](#)

The Commission is consulting on its [Strategic plan](#), [Equality Scheme](#) and [Grants Programme Consultation guides](#). There is an online consultation [please follow this link to an external consultation site](#). The consultation runs until 7 December 2008.

Nov 08 [Will businesses in London's Olympic Boroughs share in the 2012 goldrush?](#)

The EHRC will launch new research later this month about the Olympic Delivery Authority's (ODA) approach to procurement, on local businesses in East London.

Nov 08 [EHRC welcomes equality impact assessment on Single Outcome](#)

[Agreements](#) The EHRC has welcomed the Scottish Government publication on 30 Oct 08 of an [equality impact assessment on Single Outcome Agreements](#).

Nov 08 [BIG Launches New Community Sports Programme \(Scotland\)](#)

The Big Lottery Fund (BIG) 2014 Communities funding programme will provide grants of between £300 and £1,000 to encourage participation and volunteering through sport. Priority will be given to applications that focus on low participation groups such as women & girls, people who are disabled, people over 50 years of age, people under 25 years of age and people from black and minority ethnic communities

01 Nov 08 [Recently published: discrimination](#) *The fight against discrimination and the promotion of equality: how to measure progress done*, is published by the European Commission.

05 Nov 08 [One Year, Ten Stories](#) This first anniversary booklet gives a flavour of the Commission's work over so far, by highlighting the stories of 10 people whose lives have somehow been touched by the Commission.

07 Nov 08 [Economic downturn could lead to more bullying at work](#) Experts at the

Centre for Research on Workplace Behaviours at the University of Glamorgan said job insecurity fears could lead to more bullying.

12 Nov 08 [MPs due to back diversity probe](#)

MPs are expected to acknowledge that they are not representative of UK society - as the make-up of the House of Commons is too white and too male.

17 Nov 08 [National Anti-Bullying Week](#) Scotland's national Anti-Bullying Week was launched today in partnership with the anti-bullying service [respectme](#) at an event attended by 120 teachers, parents and pupils.

17 Nov 08 [No legal challenge to budget cuts](#)

An equality watchdog has decided not to take legal action against Aberdeen City Council over its budget cuts.

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## EVENTS

**02 Dec 08** [Mentoring Across the Generations](#)

The Scottish Centre for Intergenerational Practice has Free half day workshops on Intergenerational Mentoring led by Scott Telfer.

**03 Dec 08** [The latest guidelines on best practice and legislation for sustaining inclusivity](#), IRS Conference: Diversity and Equality, London.

**03 Dec 08** [Introduction To Islam & The Muslim Culture Course](#), SCVO, Inverness

**09 Dec 08** [Discrimination Law Update](#), Legal Services Agency seminar of the up to-date changes in discrimination, Glasgow.

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