



MONTHLY EQUALITIES BULLETIN



EQUALITIES UPDATE: Oct 2008, Issue 10/2008

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.

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AGE

25 Sept 08 [Common sense must prevail in the mandatory retirement debate](#)

The European Court of Justice Advocate-general rejected claims that UK regulations permitting mandatory retirement ages breach EU equality requirements.

Oct 08 [A Fare Deal](#)

A Fare Deal is a new campaign that calls on the Scottish Government to extend free bus travel for older and disabled people to include demand responsive community transport.

01 Oct 08 [Research reveals older people have the know how](#)

On UK Older People's Day new research reveals a rich variety of knowledge, culture and practical know how being passed down through families.

07 Oct 08 [CIPD research into the ageing workforce to be presented at the Singapore Human Capital Summit](#) A new report by the CIPD pulls together case study examples from around

the world to illustrate how employers are coping with an ageing workforce, reveals that Asian-Pacific economies are facing similar challenges to those of Western economies.

10 Oct 08 [UN Committee on the Rights of the Child reports on UK performance](#)

The UK is not doing enough to protect children's privacy or to uphold the 'best interests of the child' when new policy and law is developed, according to the UN Committee on the Rights of the Child following their examination of the UK Government at its 49th session on 23/24 September.

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DISABILITY

11 Aug 08 [Images of Disability – Reflecting the real world](#)

An estimated 10 million people currently have rights under the Disability Discrimination Act. Don't risk ignoring them. Images of Disability is designed to help all government communicators make sure disabled people are involved, represented and communicated with effectively and appropriately.

Sept 08 [Labour Market Experiences of People with Seeing Difficulties](#)

Other than those in higher-level occupations, people with seeing difficulties face real employment disadvantage. Analysis by IES for the RNIB shows that despite being relatively well-qualified, employment rates for those whose seeing difficulties are a disability are lower than for those with other disabilities.

17 Sept 08 [Common parts guidance for landlords and tenants](#)

Some disabled people find it difficult to make alterations to the common parts of rented or let accommodation to ensure they are accessible. Guidance is now available to answer the sort of questions that landlords and tenants need to consider when requests for these types of alterations are made (England and Wales).

17 Sept 08 [Helping children face their Creature Discomforts](#)

Two in five children (43per cent) want to learn more about disability in schools, according to research out this week, and [Creature Discomforts campaign DVDs](#) are available now for teachers build disability into their lessons.

19 Sept 08 [Equality 2025 First Annual Report now available](#)

Equality 2025 is a non-departmental public body that advises Government. It is sponsored by (but not part of) the Office for Disability Issues. The body is ultimately responsible to the Minister for Disabled People, Anne McGuire.

26 Sept 08 [Leonard Cheshire Disability launches Creature Discomforts viral games](#) Leading disability charity Leonard Cheshire Disability has teamed up with digital agency MCM Net to launch a new viral games package as the next phase of its award-winning Creature Discomforts Campaign.

Oct 08 [Mind the Gap: the next step](#)

Leonard Cheshire Disability has produced a new report which highlights the barriers that disabled people in Scotland face when using public transport and the impact it has on their lives.

Oct 08 [Disability Blog](#)

The charity Leonard Cheshire Disability has launched a new website to provide the latest disability information, news and views.

06 Oct 08 [Commission welcomes Crown Prosecution Service call for 'Society to do better on](#)

[disability hate crime'](#) In welcoming a speech by Sir Ken MacDonald, chair of the Equality and Human Rights Commission, Trevor Phillips said: 'Disabled victims of violent and abusive behaviour are being let down by the criminal justice system. The courts are failing to recognise the motivations behind disability hate crime.

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

Changes to legislation will enable parents to make out of area school placing requests.

14 Oct 08 [People with longstanding health problems can be helped more effectively to return to work.](#) Increasing healthcare professionals' involvement and engaging more effectively with employers are both key elements: but despite 2.7 million people on Incapacity Benefit, the support is often not there.

15 Oct 08 [Deaf people lobby MPs over phones](#)

Deaf campaigners fighting for equal access to the telephone are lobbying MPs at a reception in parliament.

20 Oct 08 [Disabled car badge misuse tackled](#)

A £55m scheme to help stop the misuse of blue disabled parking badges in England has been announced. One in every 200 badges is stolen each year, and some London boroughs are dealing with hundreds of cases of stolen, forged or misused badges.

27 Oct 08 [Benefits Reform to be Introduced](#)

Claimants who are neither terminally ill nor severely disabled could have their benefits cut if they refuse to attend interviews with jobs advisers.

27 Oct 08 [Opening up sign language to all](#)

British Sign Language is about to be made accessible to a wider number of people, thanks to video and internet technology.

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GENDER

30 Sept 08 [Male teachers crucial as role models](#)

Male primary school teachers have acted as fundamental role models to one in two men (48 per cent), reveals new research from the Training and Development Agency for Schools.02

Oct 08 [Reducing gender inequalities to create a sustainable care system](#)

Discussion paper from JRF on challenging issues for the future of care: reducing gender inequalities.

02 Oct 08 [Female Workers To Dominate The Workplace By 2033](#)

New research commissioned by Microsoft Windows Mobile reveals that the 21st century will be defined by workers who are able to be "lateral, collaborative, flexible and creative", meaning the most sought after employees will be people who use the right (or female) side of their brain.

02 Oct 08 [Progress for women not fast enough more than forty years before equality on FTSE boards](#)

Deputy Minister for Women Barbara Follett today called on FTSE companies to appoint more women to their boards, highlighting the increased profitability which can result.

05 Oct 08 [Workers on maternity leave gain more rights](#)

Workers on maternity leave will be able to enjoy non-cash benefits for longer, following the introduction of new maternity rights' legislation which has now taken effect.

16 Oct 08 [Boys trail girls 'at age of five'](#)

Girls outperform boys all the way through school and university. Girls already have a well-established educational lead over boys by the time they start school, a study claims.

16 Oct 08 [Women's Electoral Reform Society Newsletter](#)

Includes an update about the 2008: Women and the Vote receptions at this year's Party Conferences.

24 Oct 08 [Commission wins pensions boost for women](#)

Hundreds of thousands of women facing poverty in old age received a boost as the government agreed to change pensions legislation in line with proposals from the Equality and Human Rights Commission, Baroness Hollis and age charities.

24 Oct 08 [Women in line for pensions boost](#)

Hundreds of thousands more women will have the right to claim a full state pension from 2010, the government is expected to confirm later. At present, 90% of men but just 35% of women qualify for the full £87 a week.

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RACE AND INTEGRATION

July 2008 [Financial Inclusion and Ethnicity Review](#)

This review finds significant indicative data that Black and minority ethnic (BME) groups' experience of disadvantage is impacting their access to financial institutions and services.

Aug 08 [Welcome to a home abroad](#)

The study is funded by the Economic and Social Research Council (ESRC) to examine the life experiences of Eastern European migrant children living in Scotland and will last until September 2009.

Oct 08 [2008 Hate Crime Survey](#)

This *2008 Hate Crime Survey* examines six facets of violent hate crime in the 56 European and North American countries that comprise the Organization for Security and Cooperation in Europe (OSCE).

Oct 08 [Racism in the United Kingdom](#)

European Network Against Racism Shadow Reports are produced to fill the gaps in the official and academic data, to offer an alternative to that data and to offer an NGO perspective on the realities of racism with the EU and its Member States.

Oct 08 [Talking like a manager: promotion interviews, language and ethnicity](#)

Explores how the job interview and organisational cultures promotes or suppresses ethnic minority progression.

Oct 08 [The housing and neighbourhood impact of Britain's changing ethnic mix](#)

This report summarises evidence, largely from Joseph Rowntree Foundation funded studies, on the nature and impact of Britain's changing ethnic mix and reviews recent policy responses and lessons from the studies for Government policy.

06 Oct 08 [Inquiry into Met racism concerns](#)

London Mayor Boris Johnson is to order an inquiry into concerns raised about alleged racism faced by ethnic minority officers in the Metropolitan Police.

07 Oct 08 [Breaking through the language barrier](#)

The quality of English for Speakers of Other Languages (ESOL) training is getting better, but a lot more needs to be done to ensure standards are lifted beyond 'satisfactory' levels.

07 Oct 08 [The housing and neighbourhood impact of Britain's changing ethnic mix](#)

This round-up summarises evidence on the nature and impact of Britain's changing ethnic mix and reviews recent policy responses and lessons for Government policy.

06 Oct 08 [Smith orders police race review](#)

Home Secretary Jacqui Smith has announced an assessment of how ethnic minority officers are treated in police forces throughout England and Wales.

08 Oct 08 [Health in our Multi-ethnic Scotland: Future Research Priorities](#)

A draft consultative report from the Health and Ethnicity Research Strategy Working Group.

14 Oct 08 [Abandonment of 42-day detention limit is right, says Commission](#)

The Commission today welcomed the Government's decision to withdraw the proposed extension of pre-charge detention limits to 42 days.

15 Oct 08 [Romanians call for equal rights](#)

A petition signed by 4,000 people is to be presented to Prime Minister Gordon Brown calling for the work rights of Romanians in the UK to be brought in line with other Eastern European immigrants.

16 Oct 08 [Biggest-ever European Action Week against Racism in Football kicks off!](#) The 9th edition of the FARE Action Week ran from 16 to 28 October is engaging an unprecedented number of 40 European countries in the fight for a football world free of discrimination and exclusion.

16 Oct 08 [New one-stop shop for cohesion launched](#)

Communities Secretary Hazel Blears today welcomed the launch of a new dedicated website [iCoCo](#) giving expert help and guidance on creating strong, cohesive communities.

17 Oct 2008 [Football Unites, Racism Divides wins SCORE4Africa award](#)

The Commission has partnered with the SCORE4Africa Awards, which celebrates the contribution football makes to African development, to sponsor a diversity award recognising the greatest contribution to the promotion of diversity.

17 Oct 08 [Commission announces independent Inquiry into the treatment of workers in the meat processing industry](#)

The EHRC announced the launch of a formal Inquiry into the employment and recruitment practices in the meat processing sectors in England and Wales.

25 Oct 08 [Scottish gypsies are distinct ethnic group, rules judge](#)

Scottish gypsies have been recognised as a distinct ethnic group in a landmark legal ruling. The move means that the travelling community is now entitled to the same legal protection as other ethnic minorities, as outlined by the Race Relations Act of 1976.

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RELIGION OR BELIEF

30 Sept 08 [On the trail of the Sikh heritage](#)

The aim of the Scottish Sikh Heritage Trail is to highlight the close historical connection between the Scots and Sikhs, of which most of the general public are unaware.

Oct 08 [Recovering the Calm](#)

A new [guide](#) offers practical guidance for employers in providing high quality prayer rooms and quiet space for employees. It outlines employer's obligations regarding the religious needs of employees, the business case for providing prayer rooms and best practice on creating and managing effective space.

05 Oct 08 [Mayor commissions race and faith inquiry from the Metropolitan Police Authority](#)
MPA Chairman, Mayor Boris Johnson, announces that the Metropolitan Police Authority will be carrying out a focussed inquiry to explore race and faith issues within the Metropolitan Police Service.

07 Oct 08 [Blears - strengthening community leadership](#)
Communities Secretary Hazel Blears named the twenty two projects that will share in a £1.3 m Community leadership Fund aimed at supporting Muslim communities to unlock the potential of local people to take a lead on tackling violent extremism.

07 Oct 08 [The next generation of Muslim community leaders](#)
Communities Secretary Hazel Blears and Children and Families Secretary Ed Balls will today launch a new Young Muslim Advisory Group and unveil the names of the twenty two young people who will act as advisors.

08 Oct [Learning Together to Be Safe: A toolkit to help schools contribute to the prevention of violent extremism](#) This toolkit gives background information on the threat from violent extremist groups of various kinds, what might make young people vulnerable and practical advice for building resilience and managing risks.

09 Oct 08 [Kirk welcomes Sharia courts into Scotland](#)
A senior Kirk official today welcomed news about the possibility of introducing Sharia law courts into Scotland. Convener says settling disputes within faith communities is not a new premise.

13 Oct 09 [Comments on sharia law](#)
Response from Trevor Phillips, Chair of the Commission, to comments on sharia law reported in the Sunday Times on 12 October 2008 from Sadiq Khan MP, Minister for Community Cohesion.

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SEXUAL ORIENTATION

Oct 08 [Stonewall Scotland Migration study](#)

Stonewall are just about to launch a new research project to find out why LGBT people leave their hometowns and move to the Central Belt - or leave Scotland altogether.

11 Oct 08 [TUC LGBT Equality Newsletter](#)

Latest LGBT news, events and campaigns, includes Holocaust Memorial Day, Imaan Conference, Religion & Homophobia, new surveys.

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EQUALITY AND DIVERSITY GENERAL

30 Sept 08 [Equality and Human Rights Commission to consult on permanent funding programme](#)

The Commission announced that it will embark on a public consultation to determine the future of its permanent funding programme. The Commission hopes to move to a flexible funding model that is more closely linked to its emerging strategic priorities.

Oct 08 [New employers' carers forum](#)

A new membership group has been launched to help employers support the one in seven

members of the UK workforce who are also carers.

Oct 08 [Flexible working website](#)

Work Retune is a new website aiming to encourage more senior employees to work more flexibly, funded by the Government's quality part-time work fund.

Oct 08 [Equality and Human Rights Commission: Equality News](#)

The fourth issue of Equality News. Read on to find out more about the Commission's 1st anniversary, our legal strategy, regional news, future events and much more.

01 Oct 2008 [Review of equality statistics](#)

The Commission commissioned this [review](#) as part of its remit to map the equalities landscape across England, Scotland and Wales.

07 Oct 08 [Equal Opportunities Committee](#)

The 14th Meeting of the Scottish Parliament's Equal Opportunities Committee takes evidence on carers, on the Scottish Government's Draft Budget 2009-10, and on the outcomes of the 2007 European Year of Equal Opportunities for All.

20 Oct 08 [Flexible work changes 'reviewed'](#)

Plans to increase parents' rights to request flexible working are to be reconsidered, Downing Street says.

21 Oct 08 [Flexible working is vital in economic downturn](#)

Speaking as a new survey of mothers and fathers sponsored by the Commission reveals high levels of demand from parents, Nicola Brewer, the chief executive of the EHRC, said that flexible working is not a business cost but a business opportunity.

21 Oct 08 [Rich and poor gap 'narrows' in UK](#)

The gap between rich and poor in the UK has decreased since 2000, an international survey has concluded. The Organisation for Economic Co-operation and Development (OECD) says the decline in inequality in Britain has been "remarkable".

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EVENTS

03 Nov 08 [Equality 2025 national public meeting](#), International Convention Centre, Birmingham.

06 Nov 08 [Growing up with a speech and language impairment](#), conference, James Watt Centre, Heriot Watt University, Edinburgh.

14 Nov 08 [Inclusion Scotland Roadshow](#), Inverness, Inshes Church Hall, Inverness. Issues to be discussed: Accessible Transport & Accessible Housing.

17 Nov 08 [With Respect to Old Age Caring for Older People in Scotland](#), Conference, Edinburgh.

18 Nov 08 [New strand discrimination](#): The latest law and policy developments concerning discrimination on grounds of religion or belief, sexual orientation and age, Conference, London.

19 Nov 08 [Demand Responsive Transport: Connecting People and Places](#), A one day conference about the importance of transport in ensuring access for Scotland's elderly population and how a flexible transport service is in a unique position to meet these needs,

Sheraton Grand Hotel, Edinburgh.

24 Nov 08 [Inverness Equality Exchange Event: Working Better](#)

An event for employers focusing on workplace practices and how a flexible approach can benefit the organisation and the individual. For a booking form for this free event email: [Steven Smyth](mailto:Steven.Smyth): If you have any questions please call 0141 228 5961.

25 Nov 08 [The Single Equality Bill: Developing A Fairer Britain For All](#) Conference London (half day).

26 Nov 08 [The Equality and Human Rights Commission: Developing the Ties That Bind Fairness for All](#), CPS Public Policy Exchange: National Equality and Human Rights Conference, Westminster.

27 Nov 08 [For Scotland's Disabled Children](#), Capability Scotland Focus Group, Inverness.

29 Nov 08 [Scotland Against Racism](#), STUC St Andrew's Day Racism Event, Glasgow.

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 law, 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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