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Cydraddoldeb a
Hawliau Dynol

Equality and
Human Rights
Commission

Governor Development Programme: Shaping our future in Wales

Treforest

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Equality Act 2010

- Anti-discrimination
- Promoting Equality
- Reasonable adjustments
- Student admission and treatment



Who is responsible?

- The governing body of an institution in Wales within the higher sector (within the meaning of section 91(5) of the Act.)
- Equality Act 2010: Schedule 19, Part 2



Public Sector Equality Duty

Must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations



Specific Duties

- Gather Information
- Set Equality Objectives
- Carry out Equality Impact Assessment
- Involve Stakeholders
- Report and Improve



Role of the EHRC

- Guiding
- Encouraging
- Monitoring
- Enforcement



How Fair is Wales?

- Health inequalities
- Education attainment gaps and NEETS
- Employment and pay gaps
- Hate crime and bullying
- Power and voice



Higher Education Equality Objectives

- Life and health 4
- Education and skills 6
- Employment 8
- Legal and physical security 5
- Widening access 8
- Access 5



Student Profile

- Disabled students 9%
- Students from ethnic minorities 6%
- There are more black men in prison than in University



Widening Access

- Increasing disclosure of disabilities
- Providing support for particular protected groups
- Working in partnership at regional level
- Offering pre University courses to under represented groups



Equality Challenge Unit

	2012	2013
• Gender Pay Gap	20%	19%
• Female Staff	54%	47%
• Female Professors	19%	21%



Gender Pay Objective

- Required – if a gap exists
- Identify difference and causes
- Pay structure
- Working patterns
- Career development



Summary of Public Authorities

- 22 Local Authorities
- 10 Health Boards and Trusts
- 8 Universities
- 3 Fire and Rescue Services



Governor Role

- Scrutiny
- Process
- Reporting
- Champions
- Questions
- Outcomes
- Comparisons
- Confidence



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