

**To: Heads of higher education
institutions in Wales**

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EQUAL OPPORTUNITIES EVENTS

HEFCW has contributed funding to support two UK-wide initiatives launched in England earlier in the year. We are now in a position to disseminate information about these publications within Wales through two equal opportunities events in the next few months.

Race Equality: Communication and Consultation Toolkit for Higher Education Institutions

The toolkit was prepared as part of a project set up jointly by the Joint Negotiating Committee for Higher Educations Staff (JNCHES)(comprising the University and Colleges Employers Association and the seven higher education unions) and the Equality Challenge Unit. The rationale for the project was derived primarily from the needs identified by the higher education sector as a result of previous research but particularly the obligations placed upon the sector by the Race Relations (Amendment) Act 2000. HEFCW provided funding to support the project and a member of HEFCW Council participated in the Steering Group.

All institutions in Wales have been invited by UCEA to attend the launch of the toolkit, which will be part of the UCEA briefing for senior managers of Welsh HEIs on implementation of the HE Pay Framework Agreement. The launch will take place in central Cardiff on 23 September 2005, between 12.15pm and 1.15 pm. The Minister for Education and Lifelong Learning has been invited to speak at the launch. The event is already well subscribed. However, if you have yet reply to the invitation, please send responses to UCEA (I.Thompson@ucea.ac.uk).

Equal Opportunities Research Programme

As reported to heads of institutions earlier in the year (e-mail of 11 March), the HE funding councils for England, Wales and Scotland funded a major programme of research into all aspects of equal opportunities for staff working in higher education. The Programme consisted of eight projects, all using different methodologies to examine various aspects of the HE employment experience. The outcomes were launched at a major conference in London in April, to which Heist in Wales were invited to send representatives. We have, in

addition, been seeking an opportunity to disseminate information about the programme in Wales.

I attach copies of the summary of the key findings and recommendations of the research. The consultant responsible for the meta-analysis, Marie Strebler from the Institute for Employment Studies, has agreed to attend the next meeting of the Equality Challenge Unit Liaison Group for Wales, to be held at UW Swansea on 10 October. Welsh HEIs are already represented on the Liaison Group but institutions are invited to send other staff to the presentation who may be interested in the outcomes of the project (for example those research equal opportunities issues). The half day event will also include a presentation from the Welsh Assembly Government on its Race Equality Scheme.

The full outcomes of the programme are available on the HEFCE web site www.hefce.ac.uk under Leadership, governance & management/Equality and diversity/Equal opportunities research programme.

Those staff who are interested in the seminar but who are not already represented on the liaison group should contact the ECU, Dr Chrissie Pepper, Policy Officer at the ECU (020 7520 7080 (chrissie.pepper@ecu.ac.uk)) for more details.

A handwritten signature in black ink, reading "Phil Gummett". The signature is written in a cursive style with a long horizontal line extending to the right.

Philip Gummett
Chief Executive