

Towards 2016 – The University Strategy Professor Shirley Pearce, Vice Chancellor

The success of the University is absolutely dependent on the quality of our staff. Everyone, wherever they work at Loughborough University, is responsible for our success and the new strategic plan is explicit in stating that we must recognise and reward excellence across all job families.

The following excerpt from the plan demonstrates this recognition and commitment:

“Our people are our success and our reputation is dependent on the commitment and excellence of our staff. At a time at which the demands upon the organisation are both growing and changing, the management of our people as a resource is more critical than ever and is the key to achieving our strategic objectives.”

“We are fortunate at Loughborough to have a workforce of extremely high quality, both in academic departments and in support services. We must maintain this quality and attract the very best staff from across the world. We will be known for our respect for, and reward of, excellence. We will value leadership and team working across the University.”

Core to the new Human Resource strategy, that is currently being developed, is the desire to respect all members of staff.

The equality and diversity policies, that we have in place, are a part of that and provide guidance and standards as to how we expect staff, right across the University, to behave with each other. These policies are important, but they are nothing if they are not implemented consistently and embedded in all that we do.

The plan indicates that we will:

- “value diversity and recognise that differences in styles, perspectives, values and beliefs are an asset to the University

- ensure that access to the opportunities offered to staff and students is fair and equitable
- recognise that the most effective team is one in which the different skills, knowledge and experiences of each member contribute to the delivery of a shared goal.”



Professor Shirley Pearce

We are already leading the way in some areas and there are lots of examples of innovation and good practice. For example, we have a number of successful projects encouraging women to aspire to the highest levels in science and engineering. These are areas where traditionally women have been poorly represented.

Gender issues are a small part of the overall diversity and equality agenda. If we are to maximise the full potential of our staff, we must not just be concerned with doing things to comply with the law, we must embed the principles of dignity and respect for all staff and students into the way we all think and behave.

We are already a long way along this path. The commitment and passion that our staff show for Loughborough University is very special and has contributed to our success. We will continue to build on this strength as we implement our new strategic plan.

You can access the plan at:
www.lboro.ac.uk/admin/policy/strategic_plan.pdf

For a hard copy please contact Fidelma Hannah on Extension 2229 or Email F.M.Hannah@lboro.ac.uk

The Equality and Diversity Team

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International Day of Disabled Persons – 3 December

This annual observance of the “International Day of Disabled Persons” is held on 3 December. The 2007 theme was: “Decent work for persons with disabilities.”

The day aims to promote an understanding of disability issues and mobilise support for the dignity, rights and well-being of disabled people.

It also seeks to increase awareness of the gains to be derived from the integration of disabled people in every aspect of political, social, economic and cultural life.

The theme of the Day is based on the goal of full and equal enjoyment of human rights and participation in society by disabled people. This was established by the World Programme of Action concerning Disabled Persons, adopted by the General Assembly in 1982.

This was celebrated in 2007 at Loughborough with a well attended seminar presented by Colin Barnes, Professor of Disability Studies, Leeds University.

He outlined the issues in Higher Education. He also acknowledged that the Disability Discrimination Act has had a major impact in recent years. However, there is still a need for funding for research and most important, for a change in attitude towards disabled people whether they are staff or students.



Colin Barnes, Professor of Disability Studies, Leeds University explaining a point at the seminar on “Disability in Higher Education – A Challenge”.

Loughborough University becomes a Diversity Champion

Stonewall’s Diversity Champions programme is Britain’s good practice forum in which employers can work with Stonewall, and each other, to promote lesbian, gay and bisexual equality in the workplace.

In 2007 Loughborough University demonstrated a clear commitment to improving the working environment for lesbian, gay and bisexual (LGB) staff and became a Stonewall Diversity Champion. There is more information about what we do here in their Workplace Index for 2008.

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Available in different formats on request



Conference: Sex – Life - Politics

Geographers at Loughborough have been involved in establishing sexuality as a focus of geographical research. The University became the host for the second annual conference of the Sexuality, Space and Queer group of the Royal Geographical Society in September.

The two-day conference, convened by Professor Phil Hubbard, brought together 50 plus academics and activists from the UK, North America, Germany, France and Spain, to discuss the changing contours of sexual politics, and particularly the move from battles concerning sexual identities to questions of sexual practice (not least sex itself).

Professor Jeffrey Weeks (London South Bank) talked of the 'world that we have won', noting the many battles around Lesbian, Gay, Bisexual and Trans (LGBT) rights that have been fought over the last half century, bringing us to a position where, in the UK at least, discrimination on the grounds of sexuality is illegal.



Taking this as read, discussions explored the political challenges ahead, noting the discrepancy between legally-enforced notions of equality and the banal forms of homophobia that still shape the lives of LGBT people in different communities.

Papers also raised questions about the need to resist the watering down of LGBT agendas through the commodification of a homosexual norm, which is based on the lives of affluent, able-bodied men.

There were also stimulating papers on the limits to sexual freedom, with discussions of the laws around sexual consent and violence, extreme porn, and sex working.

The conference was enlivened by a film on Club Whatever (London), by Zem Moffat, which explored the necessity of creating spaces beyond the mainstream for sexual identity politics to be worked through, with the presence of other artist-activists, whose work poses questions about the sexual politics of everyday life.

The conference culminated in Peter Tatchell's impassioned call for a global politics that reaches out to oppressed sexual minorities in other nations.

Hosted in the summer vacation, the conference succeeded in attracting a good inter-disciplinary audience showing, once again, that Loughborough University provides a base for pursuing research that bridges the divide between academia and activism.

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Confide: Harassment & Bullying Support Network

The University has a support network, called Confide, for staff and students who feel that they are being harassed or bullied.

This is part of the University's work to value staff and ensure they have a safe working environment. The support network has been around for many years, but has recently recruited seven new members. The current membership consists of:

Name	Extension
Anne Lamb	2168
Mary Morley	2340
Marina Pickles	8496
Karen Setchell	2128
Shirley Horner	3075
Heather Rees	3077
Jayshree Lakha	2601
Xujin Bao	3150
James Dearnley	3060
Bill Overton	2953
Ruth Lister	3350
Kevin Walmsley	2123
Neil Burns	7612
Elaine Beaken	2171
Marc Gibson	2696

These people are available to talk to any member of staff or student, in confidence. They will offer support, advice and assistance in seeking a satisfactory solution. They are willing to discuss any incidents or problems, no matter how serious or trivial they may seem.

Further information can be found at:
www.lboro.ac.uk/confide

For more details please contact: Anne Lamb on Ext 2168.

Equality Staff Groups

There are five staff groups covering Women, Race, Disability, Religion or Belief and Lesbian, Gay, Bisexual and Transsexual people.

These are open to all members of staff. Their role is to ensure that the University is aware of their specific issues. The groups are also consulted on policies and practices, which helps us to meet the legal requirements of the Equality Duties.

New members are welcome, do think about getting involved to help make a difference. Please see the link on the Personnel Services website:
http://www.lboro.ac.uk/admin/personnel/EO_staff_groups/index.htm



Gary Reed, the first Chair of the LGBT Staff Group slices into his leaving cake.

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Loughborough Takes the Lead

Many young people in the Thames Gateway have little idea that they may be eligible to go to university, and those that do aspire, often look no further than the local London Universities. As one young man in Newham said: 'I did not know that people with my colour of skin could go to Loughborough University.'

Over the last few years the University has had a full-time representative at the Centre for Engineering and Manufacturing Excellence, (CEME), at Dagenham in East London, see link at: <http://www.ceme.co.uk>.

This area of London is part of the Thames Gateway, which is Europe's largest regeneration project. Soon to host the London Olympics in 2012, it is an area of London that historically has low participation rates in Higher Education. CEME was set up in an effort to change this and Loughborough University has played a major role in its development, since its inception in 2001.

CEME has also been developing links with the Windsor Fellowship. This is a unique organisation that runs personal development and training programmes which are targeted at talented Black and Asian students in the UK.

The Windsor Fellowship was created in 1986 as a means of ensuring the ethnic diversity of senior management positions to better reflect that of our society.

Previously it has concentrated on careers such as banking and the law, more recently it has taken an interest in STEM, (Science, Technology, Engineering and Mathematics), areas. Loughborough has worked with the Fellowship on a number of events, to talk to potential students about the advantages at the University.

There is great potential that is being identified through these projects. Loughborough is taking a leading role in engaging with a community to whom University is more likely to be an alien experience.

Hail and Farewell

The Registrar, John Town retired at the end of 2007 and Professor Terry Kavanagh, Dean of SSH, stood down as Chair of the Equality and Diversity Sub Committee.

Both John and Terry have been instrumental in promoting equality and diversity here and it is important that we mark their involvement and thank them for all their efforts. Both their contributions will be very much missed.

We are heartened with the arrival of Will Spinks, who, as Chief Operating Officer will be taking a lead for this work, including becoming the Chair of the Equality and Diversity Sub Committee.



Photos

If you attended any of these events, there are some excellent photos which I was not able to use here. Do contact me to see if you are in any of them.

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