

# Every Researcher Counts

## Resource A

### Team management: Important conversations

### A5 – Resources for staff in higher education institutions

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# Resources for staff in higher education institutions

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## Age

For up to date information on the removal of the Default Retirement Age and guidance for the sector on effectively managing its removal see [www.ecu.ac.uk/our-projects/flexible-approaches-to-retirement](http://www.ecu.ac.uk/our-projects/flexible-approaches-to-retirement)

Managing Age Diversity in Higher Education: A Resource guide

Caroline Moughton, 2008 Oxford Brookes University <https://mw.brookes.ac.uk/display/agediversity/Resource+Guide>

## Disability

Retaining and developing disabled staff in the lifelong learning sector

[www.lluk.org/wp-content/uploads/2011/03/retaining\\_disabled\\_staff\\_web.pdf](http://www.lluk.org/wp-content/uploads/2011/03/retaining_disabled_staff_web.pdf)

Disability and Work: A trade union guide to the law and good practice, 2011 [www.tuc.org.uk/extras/disabilityandwork.pdf](http://www.tuc.org.uk/extras/disabilityandwork.pdf)

Disclosure and Support Issues for Disabled Staff in Higher Education, ECU 2008

[www.ecu.ac.uk/publications/disclosure-for-disabled-staff-in-he-report-08](http://www.ecu.ac.uk/publications/disclosure-for-disabled-staff-in-he-report-08)

ECU is currently conducting research into the experiences of disabled staff in higher education.

Further information can be found at: [www.ecu.ac.uk/our-projects/furthering-disability-equality-for-staff](http://www.ecu.ac.uk/our-projects/furthering-disability-equality-for-staff)

## Gender

The former Equal Opportunity Commission's guidance for higher education institutions on the Gender Equality Duty provides an excellent overview of gender issues in the sector. [www.equalityhumanrights.com/uploaded\\_files/PSD/48\\_ged\\_and\\_higher\\_education\\_guidance.doc](http://www.equalityhumanrights.com/uploaded_files/PSD/48_ged_and_higher_education_guidance.doc)

Transitioning staff and students in higher education

This publication was revised in 2010 and provides practical guidance on how to support staff who are transitioning to their preferred gender.

[www.ecu.ac.uk/publications/trans-staff-and-students-in-he-revised](http://www.ecu.ac.uk/publications/trans-staff-and-students-in-he-revised)

Pregnancy and work: what you need to know as an employer

2011 Department for Business, Innovation and Skills

[www.bis.gov.uk/assets/biscore/employment-matters/docs/p/10-1169-pregnancy-and-work-employer](http://www.bis.gov.uk/assets/biscore/employment-matters/docs/p/10-1169-pregnancy-and-work-employer)

## Lesbian, Gay and Bisexual (LGB)

Advancing LGB Equality: Improving the experience of lesbian, gay and bisexual staff and students in higher education. This 2010 publication provides case studies and data to assist the understanding of LGB issues help HEIs advance equality and diversity practice in this area.

[www.ecu.ac.uk/publications/advancing-lgb-equality](http://www.ecu.ac.uk/publications/advancing-lgb-equality)

## Race

ECU is currently conducting research into the experiences of black and minority ethnic (BME) staff working in the higher education sector. The research focuses on how management practice, support frameworks and relationships, and leadership and development opportunities impact on BME staff. [www.ecu.ac.uk/our-projects/race-forum](http://www.ecu.ac.uk/our-projects/race-forum)

## Religion and belief

Religious observance in higher education: institutional timetabling and work patterns. ECU Briefing May 2009

[www.ecu.ac.uk/publications/files/Religious-obs-timetabling.pdf](http://www.ecu.ac.uk/publications/files/Religious-obs-timetabling.pdf)

ECU is currently running a research project on the experiences of staff and students in relation to religion and belief. The findings and recommendations from the research will be available in June 2011.

[www.ecu.ac.uk/our-projects/religion-and-belief-in-higher-education-researching-the-experiences-of-staff-and-students](http://www.ecu.ac.uk/our-projects/religion-and-belief-in-higher-education-researching-the-experiences-of-staff-and-students)

## General

Equality Act 2010: Implications for higher education institutions [www.ecu.ac.uk/publications/equality-act-2010](http://www.ecu.ac.uk/publications/equality-act-2010)

Equality in higher education: statistical report 2010

Data and statistics from the academic years covering 2004/05 to 2008/09 for staff and students.

[www.ecu.ac.uk/publications/equality-in-he-stats-10](http://www.ecu.ac.uk/publications/equality-in-he-stats-10)

## Flexible Employment Options

A HEFCE funded initiative run by Staffordshire University. The project website includes a training module for managers on flexible working and documents designed to help you introduce or extend flexible working. [www.staffs.ac.uk/feo/help.php](http://www.staffs.ac.uk/feo/help.php)

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# Resources for staff in higher education institutions

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## Managing Fairly

This is a guide for non-specialists providing basic guidance on integrating equality and diversity into day-to-day work, management and leadership. [www.ecu.ac.uk/publications/files/managing-fairly.pdf/view](http://www.ecu.ac.uk/publications/files/managing-fairly.pdf/view)

## Other resources

Your institution is likely to provide equality and diversity training for new and existing staff. It will also have a range of policies and procedures in place designed to ensure equality for staff and students. Your institution will also have staff with expertise in equality and diversity.

The government's Directgov internet-based service provides details of equality and diversity legislation and employment requirements. [www.direct.gov.uk/en/Employment/index.htm](http://www.direct.gov.uk/en/Employment/index.htm)

The Equality and Human Rights Commission has a statutory remit to protect, enforce and promote equality across the nine "protected" grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment. It produces a range of guidance that is relevant to the higher education sector. [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

A commercially available activity from Brook Graham, the Diversity Game is a one-hour board game designed to test knowledge of diversity issues and generate equality and diversity related discussion. [www.brookgraham.com/WhatWeDo/DiversityGame.aspx](http://www.brookgraham.com/WhatWeDo/DiversityGame.aspx)