

# Equalities Matters Newsletter

A newsletter about equalities news, stories and upcoming events

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## Radical thinking needed for paternity leave

**The Commission for Equality and Human Rights has launched a major debate on how the law can be used to tackle the inequality between maternity and paternity leave.**

Launching the debate on 14<sup>th</sup> July, Nicola Brewer, Chief Executive of the Commission, argued that there was a need for legislative change to tackle this problem. The present rights of mothers and fathers, she said, “appears to support the idea that fathers are ‘optional seasoning’ in children’s lives while mothers are the main carers. The division between maternity and paternity leave could be entrenching the view that women are the ones who have to pay the career price for motherhood”.

She welcomed the present maternity leave rights but said there was a need to explore ways of allowing more paternity leave rights for fathers. She criticised the present unequal sharing of caring as creating generations of

“Salt and Pepper dads”, meaning fathers who are seen as good “seasoning” for a family but not essential for parenting. She wondered if policy on maternity leave made too many assumptions about the choices families will make and as a result entrenched the stereotype that it is women who do the caring and men who do the earning.

The consultation, ‘Working Better’ extends the debate to flexible working for everyone in the workforce and called for a smarter balance between work and life.

The consultation is a joint initiative between the Commission, Mumsnet.com and Dad.info

**You can participate by visiting either or both websites, [www.mumsnet.com](http://www.mumsnet.com) and [www.dad.info](http://www.dad.info) to participate in the debate. Alternatively, you can e-mail your views to [workingbetter@equalityhumanrights.com](mailto:workingbetter@equalityhumanrights.com)**

## Women leaving work for life balance

More and more women are quitting the rat race and setting up their own businesses in a bid to get a better work-life balance, according to a recent survey commissioned by Minister for Women, Harriet Harman.

The survey found that for 70% of the women polled, the biggest motivation for going it alone was the desire for more flexibility around work, with 75% saying that work-family life balance is better when running their own business than being an employee.

Those polled were overwhelmingly positive about self-employment.

Figures suggest that there are now over one million self-employed women in Britain, an increase of 17% since 2000. However, the gap between male and female business ownership remains wide. While women make up half of the UK population, they are only 27% of the self-employed.

**Visit [www.cabinetoffice.gov.uk](http://www.cabinetoffice.gov.uk) for the full survey result**



# Haringey responds to ‘Cohesion Guidance for Funders’

**As part of its response to ‘Our Shared Future’, the final report of the Commission on Integration and Cohesion, the Government recently published a draft guidance for funders of voluntary organisations on how funding can be directed to promote community cohesion.**

The overall message of the consultation paper is that the Government wants funding to be used as a strategic tool to promote community cohesion. The Government is keen that funders embrace this principle and use it to guide their funding decisions. It will still be legitimate to fund single groups but this is likely to be less common.

with people from other backgrounds (if not, there is a high risk that they will remain insular and not interact much with the wider community/society of which they are a part).

- Otherwise, all groups, whether mainstream or serving particular groups need to consider how they can promote cohesion and integration as well as meet the diverse needs of the community.

## The key messages in the consultation paper are:

- Funding for voluntary activities, whether mainstream or specifically to particular single groups should help provide opportunities to promote cohesion by creating opportunities for people to form links and interact with people from backgrounds other than their own.
- Equal life chances are integral to cohesion. Therefore building equality is important to building cohesion as well as important in its own right.
- Because there are communities which still suffer poorer outcomes in employment and in services, it will still be permissible to target specific provision at any of these communities provided:
  - there is an evidenced need within those communities;
  - specific provision rather than a mainstream approach is the best and most effective way to tackle that need;
  - over the long term, the activity will provide opportunities for the target groups to come together

Cllr Lorna Reith, Deputy Leader of the Council and Cabinet Member for Community Cohesion and Involvement, chaired a focus group of Haringey Community cohesion Forum in May to help formulate the Council's response to the consultation paper.

Cllr Reith said in the Council's response. "Broadly the Council agrees with the direction of travel towards the use of funding as a strategic tool for promoting community cohesion. We believe that this should be used alongside best practice funding guidance and the Compact. However, care should be taken to ensure that any resulting funding regime does not compound inequality by ignoring the needs of communities experiencing disadvantage. In this regard, the Council welcomes the recognition that equality and cohesion are inextricably linked, and the need for funding support for particular groups where needs are evidenced and the communities are experiencing inequalities. We would like the final



**Councillor Lorna Reith**

guidance to recognise that there needs to be a balance between mainstream and single groups and that if funding criteria are skewed against single groups – other than in exceptional circumstances – there is a risk of marginalisation of groups that will not, for religious or cultural reasons (e.g strict gender separation) use universal services. This could result in vulnerable people being denied access to any service, which in turn could lead to resentment, dissatisfaction and discord rather than the building of cohesion. It is also important that the final guidance be specific on the relationship between explicit equalities work and support for cohesion, especially in view of local authority responsibilities under various equalities legislation and regulations".

**Cohesion Guidance for Funders can be downloaded from [www.communities.gov.uk](http://www.communities.gov.uk) For the full response of the Council, contact Inno Amadi at 020 8489 2580 or at [inno.amadi@haringey.gov.uk](mailto:inno.amadi@haringey.gov.uk)**

# “Discrimination by association” ruling upheld by the ECJ

**The European Court of Justice on 17<sup>th</sup> July upheld an earlier ruling by the Advocate General of the Court that the European laws protecting disabled and older workers from discrimination also protected their carers.**

The case was brought by a British woman, Sharon Coleman who claimed that she was forced to leave her job in March 2005 because her employers would not allow her as much flexibility in her work as she needed to look after her disabled son. She claimed that whenever she asked for time off to care for her son, her manager had commented that her child was always sick, and accused her of trying to use

her child's condition to get out of work.

The case was referred by a British employment tribunal for a ruling on whether laws protecting disabled and older workers from discrimination also covered their carers. The initial stage ruling is quite clear that they do and that Ms Coleman had suffered “discrimination by association” and

now a panel of European judges has upheld the ruling. John Wadham, director of legal service at the Commission for Equality and Human Rights which supported Ms Coleman's case commented: “This is a very significant case, which has led to new rights for Britain's millions of carers, sixty per cent of whom are women. In this day and age people increasingly have to balance caring responsibilities with work and it is vitally important that they are able to do so without being discriminated against or even forced out of the workforce.”

## Haringey DV Bus Tour 2008

**Thursday 18 Sept 2008**

**Drive domestic violence out of Haringey!**

**Timetable:**

- 9:30** DV Bus leaves River Park House
- 10:00 - 11:30** Bus parked at post office, Crouch End
- 10:00 - 11:30** Bus parked at post office, Crouch End
- 12:30 - 14:00** Bus parked at Wood Green Library
- 14:30 - 16:00** Bus parked at CONEL (College of North East London, Tottenham.)

## Rights to flexible working to be extended

The government has accepted the recommendations of an independent review to extend the rights to request flexible working to parents with children aged up to 16.

Currently, the rights are only available to parents with children whose children are under six, or 18 if disabled.

The extended rights are expected to be introduced

in April 2009 and give an extra 4.5 million parents to rights to request flexible working.

The review was led by Imelda Walsh, Sainsbury's director of Human Resources.

**Rights to request flexible working** A review of how to extend the rights to request flexible working to parents of older children is available at [www.berr.gov.uk](http://www.berr.gov.uk)

# The Single Equality Bill

**The Government has published a new Equality Bill which brings the elements of the current equality laws and regulations under a single legal framework.**

Called a 'Framework for Fairer Future', the key features of the Bill are:

## **A new Equality Duty on public bodies**

At present, there are public sector equality duties to tackle discrimination and promote equality for race, disability and gender. The Bill proposes to extend these duties to gender reassignment, age, sexual orientation and religion or belief.

## **Ending age discrimination**

The Bill will contain powers to outlaw unjustifiable age discrimination in the provision of goods, facilities and services in the future. There will be further consultation on the design of the legislation and a transition period before the new legal protections from age discrimination are implemented.

## **Requirement for transparency**

The government believes that transparency is essential to tackling discrimination. Public bodies in their role as employers will be required to report on important inequalities including gender pay, ethnic minority employment and disability employment.

## **Duty to promoting equalities through procurement**

This duty will require public bodies to tackle discrimination and promote equality through their purchasing functions. According government figures, £160 billion is spent by the public sector on private sector contracts every year. The aim is to use this purchasing power to help deliver greater equality.

## **Banning secrecy clauses on pay**

The Bill will outlaw secrecy clauses in employment, which the Government believes perpetuates pay inequality by preventing people discussing their own pay. The government has said that it would work with business to improve transparency in the private sector, in particular through the introduction of a new "kite-mark", and gather and publish evidence on the effectiveness of equal pay audits in closing the gender pay gap. It is also proposing to force greater transparency in company reporting on equalities in due course.

## **Extending positive action**

Positive action will be extended so that employers can take into account, when selecting between two equally qualified candidates, under-representation of disadvantaged groups, for example women and people from ethnic minority communities. The Bill will also extend the permission to use women-only

shortlists in selecting parliamentary candidates to 2030. The Government has indicated that it will not legislate to allow for ethnic minority shortlists at this stage. It said however that it would pursue non-legislative measures to increase the number of ethnic minority elected representatives in both Parliament and local councils.

## **Strengthening enforcement**

The Bill will allow tribunals to make wider recommendations in discrimination cases, so that their decisions will go beyond benefiting the individual taking the case so that there are benefits for the rest of the workforce of the employer found to have discriminated. The government has said that it will explore further how to allow discrimination claims to be brought on combined multiple grounds, such as where someone is discriminated against, for example because she is a disabled black woman. In addition, the government will consider in the coming months, how to take forward the question of introducing representative actions in discrimination law, to allow trade unions, the Commission for Equality and Human Rights and other bodies (with the permission of the Court) to take cases to court on behalf of a group of people who have been discriminated against.

**The government is consulting and working with stakeholders in preparing for the introduction of the Bill.**

# Law to guarantee respect and dignity for people in care homes

**New legal provision has been proposed that will give protection for elderly and disabled adults in care homes.**

An amendment to the Health and Social Care Bill was tabled in the House of Lords in May to extend human rights protection to people in private care homes.

The expectation is that the amendment will be passed, marking the dawn of an era of protection for over 300,000 elderly people and an estimated 35,000 younger adults with

disabilities who reside in private care homes.

John Wadham of the Equality and Human Rights Commission said:

'The Commission has been encouraging the Government to extend protection to vulnerable people in private care homes.

'We are delighted they have brought forward this amendment. In one legislative stroke, hundreds of thousands of people will now have the same right to be treated with dignity and respect as residents in local authority-run homes.

## The Single Equality Bill... implications for Haringey

In February this year, the Council responded positively to a government consultation document 'A Framework for Fairness' on the need for a single legal framework for equality. A Single Equality Act will have no specific implications for the Council as the Council already works to a generic equality scheme which covers the six diversity strands which a single Equality Act will cover. Potentially, the specific proposals detailed above will have minimal specific implications for the council as most of them are already features of Haringey's equalities policy and practice. For example, the Council already publishes annually, a workforce profile which covers ethnicity, gender and disability; the duty to promote

equality through procurement is included in our equal opportunity policy and in the equality public duties scheme which the Council adopted in 2006, which now guides and informs the Council's procurement process. However, the proposal to extend positive action by requiring employers to take account of under-representation when selecting between two equally qualified candidates could require clear policy direction to help selection panels.

**The Bill can be downloaded from the websites of either the Department for Communities and local government or Equality & Human Rights Commission.**

## Cervical Cancer Vaccinations

The national immunisation campaign for the human papillomavirus (HPV) is being launched this year. This is an exciting addition to our national immunisation schedule. HPV infection is common and causes 99 per cent of cervical cancer cases and the vaccine will help prevent about 75% of these.

It is important that the vaccine is given before girls become infected. The programme will be starting across the country in September 2008. The vaccine will be given to girls in year 8 and a catch-up programme will commence in 2009 so older girls will also have the opportunity to have it.

In Haringey, the majority of vaccines will be given in schools following the national guidance. This will help ensure easier access for girls to have the vaccine and help ensure a better uptake. The course consists of three separate doses to make sure girls are fully protected.

The programme will start in September 2008 and all girls in Year 8 will be offered the vaccinations during the school year 2008/09. There will be additional clinics held throughout the borough for any girls unable to have the vaccine in school or who miss the dates.

Parents and girls in year 8 should look out for the information leaflets and consent forms, which will be sent home via schools at the beginning of the autumn term.

### Further information:

[www.immunisation.nhs.uk](http://www.immunisation.nhs.uk)

**District Immunisation Coordinator: David Elliman at [EllimD@gosh.nhs.uk](mailto:EllimD@gosh.nhs.uk)**

**PCT Immunisation Lead: [Helen.donovan@haringey.nhs.uk](mailto:Helen.donovan@haringey.nhs.uk)**

# Asian Centre hosts Domestic Violence seminar



**Domestic Violence seminar**

## The Asian Centre in Wood Green hosted a half day Domestic Violence seminar in June 2008.

Mr. Halder, opened the proceedings and welcomed the audience on behalf of the Asian Centre. Speakers included: Cynthia Greer, senior case worker at Heathstone, a DV multi agency advice and support centre in Haringey, Karlene Akindele from the Council's Voluntary and Community sector Team, Jeanette Thornhill, Chair of Haringey Domestic Violence Forum, Sunita Khattra-Hall from Haringey Child Protection Service, Cllr Nilgun Canver, Cabinet Member for Safer Communities and the political champion in the fight against Domestic Violence, Cllr Jayanti Patel and Debra Milton, attached to Heathstone from the police community safety unit.

A key theme to emerge from the seminar was the impact domestic violence has on children through its effects on a woman's ability to provide good parenting to her children; its effects the physical, social and

emotional developing of children and the; destabilising effects on children as a result of being constantly moved with their mother fleeing DV, and as a consequence, their education and ability to make friends are badly affected.

Jeanette Thornhill, Chair of the DV Forum thanked the Asian Centre for putting on the event and praised Haringey Council for the high profile and importance it gives to DV. She said this was not the case in many other boroughs and that DV is better supported and resourced in Haringey than elsewhere.

More than seventy people including men and women of various ages attended the seminar. Among them were Cllrs Lorna Reith and former Mayor Sheik Thompson.

**For a full report on the seminar and for more information about Domestic Violence, contact Deirdre Cregan on 0208 489 2581 or at [www.deirdre.cregan@haringey.gov.uk](http://www.deirdre.cregan@haringey.gov.uk)**

# Gypsy, Roma and Traveller Day

**Gypsy, Roma and Traveller communities from all over Britain gathered at the Irish Centre in Tottenham on 19<sup>th</sup> June for an all day event.**

The day combined serious discussions of the problems facing them with a light hearted celebration of Gypsy, Roma and Traveller heritage.

Welcoming the gathering, Haringey Mayor, Cllr Alan Dobbie said Haringey had a proud history of supporting the Roma and Traveller communities and working to integrate them into the wider community and tackling the prejudices against them. He urged them to remember and be proud of who they are and be proud to be part of Haringey.

At the heart of the presentations and the discussions is the prejudice the Roma, Gypsy and Traveller communities face daily and the disadvantage they faced accessing a wide range of public services including education, housing, employment, justice, health.

The centre piece of the day was the screening of 'Small bird sings when winter's over', a moving BBC commissioned documentary by Ritwuana Hamid, about the problems faced by the Traveller community in Britain.

**Contact Eve Featherstone on 020 8489 2583 or email [eve.featherstone@haringey.gov.uk](mailto:eve.featherstone@haringey.gov.uk)**

# Faith Quiz

What do you know about Christianity?

## Test your knowledge on our faith quiz

**In each issue of Equalities Matters we will have a quiz on one of the world's Faith groups. In this issue, the questions are on Christianity.**

**Try the quiz below. In this issue, the subject is Christianity. The winner will be published in the next issue of Equalities Matters and will receive a £25 HMV voucher.**

**1. At Easter, Christians celebrate:**

- a) The victory of Jesus Christ over death
- b) The coming of the Holy Ghost
- c) The creation of the world

**2. Ash Wednesday:**

- a) Is a day of repentance
- b) Is a day of thanksgiving
- c) Marks the beginning of Lent

**3. Some Christians believe that when they receive communion:**

- a) They should give money for the relief of poverty
- b) They receive the Body and Blood of Jesus Christ

- c) They should greet each other with gifts

**4. The Ten Commandments were handed by God to:**

- a) David
- b) Abraham
- c) Moses

**5. Christians believe that God completed creation in:**

- a) 10 days
- b) 100 days
- c) 7 days

**6. The Credo (the Creed) is:**

- a) A Holy Order
- b) An affirmation of Christian beliefs
- c) A time of prayer and fasting

**7. A Sacrament is:**

- a) A rite of passage
- b) A Holy Book
- c) A Prayer

**8. Good Friday commemorates:**

- a) The creation of the universe
- b) The rise of Christianity
- c) The crucifixion of Jesus Christ

**9. The Pentecost celebrates:**

- a) The coming of the Holy Spirit upon the Apostles
- b) The end of the Holy Week
- c) The beginning of Advent

**10. The Pentecost is celebrated:**

- a) 10 days before Christmas
- b) 20 Days before the Holy Week
- c) 50 days after Easter

Send your answers with your name and contact details by Friday 31<sup>st</sup> October 2008 to Inno Amadi, Policy & Performance, 7th Floor, River Park House, London N22 8HQ or by e-mail to [inno.amadi@haringey.gov.uk](mailto:inno.amadi@haringey.gov.uk)

**The rules**

1. Everyone is invited to take part except when your own particular Faith is the subject of the quiz.
2. If more than one person answers all the questions correctly, the first name to come out of a hat will be declared the winners.

**Congratulations!**

**To Kaljit Singh Maan at Haringey Learning Disabilities Partnership for winning the quiz in the June issue. Kaljit answered 9 out of 10 correctly.**

**The correct answers are: c, d, d, c, d, d, b, d, b, d.**

# Championing Haringey's Compact



Haringey Compact Champions came together in June to attend the first cross-sector Champion's training to be held in Haringey since the launch.

The training was a positive example of cross-sector engagement, involving the voluntary sector, the Council and other statutory agencies working in Haringey. It was a chance to come together and find ways to turn the Compact vision into a reality.

The purpose of the Champions Event was to inform, motivate and equip

Champions to successfully promote Haringey's Compact and to provide an opportunity to share understanding and the purpose of Compact.

Cllr Lorna Reith, Deputy Leader and Cabinet member for Community Cohesion & Involvement, and a Compact Champion, gave a presentation promoting the Champion's crucial role in implementing the Compact, and their ability to bring a lot of influence through their approach to taking the Compact forward.

Cllr Reith provided an insight into the role from a Champion's perspective, outlining what she felt were priorities for Champions across the sectors:

- being prepared to be pro active
- Raising issues
- Giving time to learn and understand the other's way of working and
- Be clear about the fit between public services, and the Voluntary and community sector and community activities in the current environment
- Having a clear action plan for taking the Compact forward
- Strong relationships should be central to the Champion's role

This year's Compact week will include training for new Champions workshops focussed on key Compact issues and a celebration event to acknowledge the Champion's role in making our Compact a real tool for positive change.

**Would you like to become a Compact Champion?**

Contact Stephanie Rowland on 0208 489 6931

## Equalities Impact assessment programme agreed

**The Cabinet on 15th July approved a programme of equalities impact assessment for 2008/9. Councillor Lorna Reith, Deputy Leader of the Council and Cabinet Member for Community Cohesion and Involvement told Members that;**

**"In a borough as diverse as Haringey ensuring that we provide**

**genuine equality of opportunity in employment and delivery of services can be challenging. There can be unintentional consequences to policies and procedures and it is here that Equality Impact Assessments are an invaluable tool".**

**She urged Cabinet colleagues to familiarise themselves with the**

**areas for impact assessment and take note of the findings when available.**

**The full programme is available on Harinet or from Inno Amadi on 0208 489 2580 or at [inno.amadi@haringey.gov.uk](mailto:inno.amadi@haringey.gov.uk)**

\* Equalities Impact Assessment Guide and Template can be downloaded from Harinet.

Please send comments or contributions to [inno.amadi@haringey.gov.uk](mailto:inno.amadi@haringey.gov.uk)