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EHRC RESEARCH DATABASE NEWSLETTER, March 2017

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Dear Research Database Member

Welcome to the EHRC Research Database Newsletter. We hope that you found our most recent quarterly newsletter (December 2016) useful. If you did not receive this and would like to do so, please contact Research@equalityhumanrights.com

We apologise that the newsletter is slightly late; this is because we wished to include our major new review on disability which was published on 3 April.

Unless stated, all EHRC research reports can be downloaded from:

<https://www.equalityhumanrights.com/en/our-research/list-all-our-research-reports>

They are also available from the Research Team on request.

EHRC Scotland projects

EU migrants in Scotland – 2011 Census analysis summary by Marina Shapira and Monika Wilinka
(University of Stirling)

This short research paper focuses on the experiences of EU8 migrants who entered Scotland after the enlargement of the European Union (EU) in 2004. The EU8 countries are: Estonia; Latvia; Lithuania; Poland; Czech Republic; Slovakia; Slovenia; and Hungary. The study examined their demographic characteristics, employment experiences, educational qualifications, household composition, tenure and health, and spatial distribution and deprivation.

The report is available at: <https://www.equalityhumanrights.com/en/publication-download/eu8-migrants-scotland-2011-census-analysis-summary>

EHRC Wales projects

Who runs Wales? 2017 by Equality and Rights Commission

This report examines leadership across Wales to provide a better understanding of who hold positions of power and influence and how representative that leadership is. Despite some welcome improvements since 2014 (when the EHRC last assessed the data), the position has not changed as much as had been hoped. The report found that while there has been some progress, women are still significantly under-represented at the most senior levels in most sectors in Wales. There has been significant progress in the NHS, where the gender balance of senior leadership is shifting towards that of the NHS workforce as a whole.

This report focuses on five topics: the public sector; Welsh politics; the private sector and trade unions; public appointments; and employment rates in Wales.

The report is available at: <https://www.equalityhumanrights.com/en/publication-download/who-runs-wales-2017>

Other reports

Being disabled in Britain: a journey less equal

This report, the most comprehensive analysis ever on how the rights of disabled people are protected in Great Britain, considered six key areas of life: education; work; standard of living; health and care; justice and detention; and participation and identity.

The report, which contains recommendations for the UK and devolved governments, found that progress towards real equality for disabled people over the past twenty years is insufficient and littered with missed opportunities and failures. The report noted that disabled people in Britain are experiencing disadvantages in all six key areas of life, and sets out vital areas for urgent improvement. Despite significant progress in the laws protecting disabled people's rights, they are still not being

treated as equal citizens and continue to be denied the opportunities and outcomes non-disabled people take for granted.

Key findings included that:

- While the educational attainment gap between disabled and non-disabled children has reduced since 2009/10, the performance of disabled pupils in England, Wales and Scotland is still much lower. In England, the proportion of children with Special Educational Needs achieving at least 5 A*-C GCSEs is three times lower than for non-disabled children (20.0% and 64.2% respectively). They are also significantly more likely to be permanently or temporarily excluded.
- The qualification gap between disabled and non-disabled people has narrowed, but the proportion of disabled people with no qualifications was nearly three times that of non-disabled people, and the proportion of disabled people with a degree remained lower.
- More disabled and non-disabled people overall are in work in Britain in 2015/16. Despite this, less than half of disabled adults are in employment (47.6%), compared with almost 80% of non-disabled adults, and the gap between these groups has widened since 2010/11. However this is not the case across all impairment types, and for those with 'mental health conditions' and those with 'physical disabilities' the gap between them and non-disabled people has narrowed.
- The disability pay gap in Britain also continues to widen. Disabled young people (aged 16-24) and disabled women had the lowest median hourly earnings of all.
- More disabled people than non-disabled are living in poverty or are materially deprived.
- Social security reforms have had a particularly disproportionate, cumulative impact on the rights to independent living and an adequate standard of living for disabled people. Families in the UK with a disabled member are more likely to live in relative poverty than non-disabled families.
- Across the UK, 18.4% of disabled people aged 16-64 were considered to be in food poverty compared with 7.5% of non-disabled people. Disabled people over

the age of 65 were twice as likely as non-disabled people in the same age group to be in food poverty.

- Disabled people continue to face problems in finding adequate housing, due to a shortage in accessible housing across Britain, and in Scotland the amount of wheelchair-adapted local authority housing for physically disabled people has decreased. Disabled people in Britain were also less likely to own their own home.
- Accessing healthcare services is problematic for disabled people, and they are less likely to report positive experiences. Considerable shortcomings remain in all three countries in the provision of mental health services, where disabled adults are more likely to report poor mental health and wellbeing than non-disabled adults.
- There is an urgent need for prisons to monitor and report on prisoner mental health. Prisoners are more likely to have mental health conditions compared with the general population, and 70% of prisoners who died from self-inflicted means between 2012 and 2014 had an identified mental health condition.
- Detentions in health and social care settings under the Mental Health Act 1983 are continuing to increase in England and Wales. The number of detentions in hospitals increased from 46,600 in 2009/10 to 63,622 in 2016.
- Changes to legal aid in England and Wales have negatively affected disabled people's access to justice. Across GB, there has been a 54% drop in Employment Tribunal claims on grounds of disability discrimination following the introduction of fees in July 2013.

The report is available at: <https://www.equalityhumanrights.com/en/disability-report-being-disabled-britain>

Inquiries and campaigns

Working Forward

The March 2016 newsletter discussed the EHRC's research on pregnancy and maternity discrimination, which was jointly conducted with the Department for Business, Innovation and Skills (now Business, Energy and Industrial Strategy). The EHRC has now launched a national campaign, led

by British business, to provide support for pregnant women and new mothers. Working Forward has identified four key areas:

- Demonstrating leadership from the top down.
- Ensuring confident employees.
- Training and supporting line managers.
- Offering flexible working practices.

Further information is available at: <https://www.equalityhumanrights.com/en/pregnancy-and-maternity-workplace/working-forward>

Advice and guidance

Delivering the Prevent duty in fair and proportionate ways

The EHRC has published a guide for higher education providers in England on how to use equality and human rights law in the context of Prevent

The guide covers equality, human rights and the Prevent duty; guidelines for governors; guidelines for Prevent leads; and ensuring transparency and accountability.

The guidance is available at: <https://www.equalityhumanrights.com/en/publication-download/delivering-prevent-duty-proportionate-and-fair-way>

Healing the divisions: a positive vision for equality and human rights in Britain

The EHRC has published a five point plan on how Britain can keep and strengthen its status as a world leader on equality and human rights after we leave the European Union. The plans covers:

- Protecting parliamentary sovereignty over the UK's equality and human rights legal framework.

- Keeping the UK's equality and human rights legal framework as we leave the European Union.
- Making sure the UK is a global leader on equality and human rights.
- Protecting the UK's equality and human rights infrastructure.
- Promoting the UK as an open and fair place to live and do business.

The document is available at: <https://www.equalityhumanrights.com/en/publication-download/healing-divisions-positive-vision-equality-and-human-rights-britain>

Ongoing and future research projects

An updated list of all ongoing EHRC research projects and their summaries is attached.

Equality reading lists

Since September 2009, each of these newsletters has included a reading list prepared by the EHRC's Librarian on a particular equality theme. The latest updated reading lists cover sex discrimination and sexual orientation, following earlier reading lists on access to civil justice, caste, children and young people's rights, disability, education, Equality Act 2010, equal pay/pay gaps, gender diversity in senior management and boards, good relations/social cohesion, health inequalities, human rights, race and ethnicity, religion or belief, older workers and older people, pregnancy and maternity discrimination, prejudice and unlawful discrimination, stop and search, trans, violence against women and vulnerable workers. All reading lists are available at:

<https://www.equalityhumanrights.com/en/our-research/reading-lists>

In order to help us keep the reading lists up to date, it would be helpful if you could send information about relevant additional journal articles/book titles on these topics to library@equalityhumanrights.com

Expansion of the database

If you find our newsletters useful, we would be extremely grateful if you could help us by circulating this issue to your departmental/faculty/organisational colleagues, or to other groups or networks to which you belong.

Please ask anyone who is interested in coming on to the database to receive our newsletters in the future to contact Research@equalityhumanrights.com. We are always delighted to recruit new database members!

But if you no longer wish to receive our newsletters, please let us know and we will delete you from the database.

With best wishes

XXXX

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