



## CONTENTS

Initial Advice, Information and Training Project 2-3

Contact Us 4

EREC Projects Praised by Commission 4

EHRC initiates race debate 4

Young Brits at Art Competition 4

North London Waste Plan Consultation 4

## Human Rights 60th Anniversary Event

Join us to commemorate the 60th anniversary and the signing of the Universal Declaration of Human Rights (copy of original).

**Monday 9th March 2009**

**6.30pm—9.00pm**

**Enfield Civic Centre,**

**Silver Street, Enfield, EN1 3XA**

This is a free event organised by Enfield Racial Equality Council, the London Borough of Enfield and Enfield and the Barnets United Nations Association.

Key speakers include David Wardrop, Co-ordinator of Universal Declaration of Human Rights 60th Anniversary Programme

for the UK United Nations Association and Cllr Jon Kaye.

The programme includes EREC's Strategic Race Forum which is hosting a presentation on the 'Human Rights Act'. Guest speaker Joshua Castellino, Professor of Law at Middlesex University follows with 'The Universal Declaration of Human Rights at 60: Achievements and Challenges.' The Forum will end with a panel discussion.

Please confirm your attendance by contacting EREC on 020 8373 6271 or email [info@enfieldrec.org.uk](mailto:info@enfieldrec.org.uk) or contact Martin Garnar on 020 8379 3113 or email [martin.garnar@enfield.gov.uk](mailto:martin.garnar@enfield.gov.uk) for further information.

## Black History at Forty Hall



Photographs from last November's Black History event held at Forty Hall and organised in partnership with EREC, Enfield Arts and Events and the Primary Strategy Team.

Top: 'Journeys' Exhibition Launch attendees

Bottom left: EREC Black History Quiz winning team

Bottom right: Artwork by youngsters from Enfield schools

# Advice Information & Training Project

The Enfield Racial Equality Council is working in partnership with Enfield Citizens Advice Bureau to empower and build good relations between diverse communities. The project is delivering free training workshops for community advisors on the equalities and human rights legislation and is co-ordinating meetings of an Advisors Network.

**Gender Discrimination** is the focus of this feature article the subject of the next training session to be held **Tuesday 24th February 2009**. The final training session on Human Rights and Advisors Network meeting is taking place 26th March 2009.

EREC also provides a service of initial advice and information, signposting and referrals to victims of discrimination and harassment. If you would like to access this support, refer individuals or book a place on the training please contact Sophie on 0208 373 6275/aip@enfieldrec.org.uk (Thursday & Friday) or Indrani on 0208 373 6272/admin@enfieldrec.org.uk.

*Supported with funding from the Equality and Human Rights Commission*



Photographs of the Race Discrimination training held 16th December 2008 at Community House

## Gender Discrimination

### Sex Discrimination

Unlawful sex discrimination happens when someone is treated unfairly because of their gender. Women, men and transsexual people can all experience sex discrimination. Sex discrimination also includes treating someone less favourably because they are married or in a civil partnership: for example, by not hiring married women.

### Sex Discrimination at work

Women and men, including transsexual people, have the right not to be discriminated against at work because of their sex. In this respect the law recognises four forms of discrimination: direct discrimination, harassment, indirect discrimination, victimisation.

Sex discrimination at work can relate to: Pregnancy and maternity, Equal pay, Sexual harassment, Family-friendly working, Part-time work, Transgender issues, Recruitment and selection, Dismissal and redundancy, Relationships at work, Dress codes at work.

### Sex Discrimination in education

You have the right not to be discriminated against because of your sex in education or when you apply for a place on a course or at a school or college. These rules apply to both state-funded and private schools, universities, Further Education colleges and other education providers. The discrimination can be direct, indirect or harassment.

# Gender Discrimination (continued)

## Sex Discrimination as a consumer

There are three ways that a service provider might discriminate on the grounds of gender:

- refusing to provide you with a service
- providing you with a lower standard of service
- providing you with a service on worse terms

Depending on the circumstances, this might constitute direct or indirect discrimination.

## Sex Discrimination in public services

When goods or services are provided by a public body, they must be provided in a way that does not discriminate unfairly on the grounds of gender.

Sex discrimination in services provided by public bodies could happen in areas such as:

- providing transport services
- providing treatment or medication to male and female patients and the availability of health services to men and women
- providing accommodation such as housing, refuges etc

You may visit the website of the Equality and Human Rights Commission ([www.equalityhumanrights.com](http://www.equalityhumanrights.com)) to find out more about your rights to be free from sex discrimination at work, in education, as a consumer and in public services.

## Case law update

### Transsexual wins sex discrimination case against airline

#### Sex change airline worker wins sex discrimination case.

A transsexual airline worker who was forced from her job by managers who were unhappy with her appearance won her claim of sexual discrimination yesterday.

Marlene Davidson who was formerly called Malcolm, worked for airline Flybe for four years without incident, but after beginning a sex-change procedure she was mocked, bullied and told to use disabled lavatories, the Exeter tribunal heard. Davidson was overlooked for promotion five times. She resigned in 2003, complaining that she had been forced out by discrimination.

She won her case and has been awarded an undisclosed amount of damages, thought to be about £25,000, according to The Times. John Hollow, the tribunal chairman, criticised Flybe for failing to give her enough support.

The Times reported that Don Darby, Flybe's personnel manager, said he had been "dumbfounded" to learn that Davidson was undergoing a sex change.

Source: Dan Thomas, 10 November 2005, *Personnel Today*

## Case law update

### Student nurse wins NHS discrimination case

A male student nurse who quit the profession because hospital bosses banned him from performing "intimate procedures" on female patients today won a landmark sex case.

Andrew Moyhing, 29, was awarded £750 compensation after winning his case against Barts and the London NHS trust, but he waived the award saying he only wanted to establish a principle.

Mr Moyhing, who now sells financial services, successfully challenged an earlier employment tribunal ruling, which found it was acceptable for the trust to have a different policy for male nurses than for female nurses when intimate procedures were carried out on patients.

Mr Moyhing told the employment appeal tribunal that his training was undermined because he was only allowed to perform many procedures on male patients while female colleagues were taught how to treat both sexes.

"Sex discrimination is wrong, whether it is directed at women or men," said Jenny Watson, chairwoman of the Equal Opportunities Commission, which supported the case.

Mr Moyhing said he hoped the ruling would encourage more men to become or remain nurses. "But I believe that ultimately, if male students are treated more equally, those such as myself who abandoned nursing as a career will stay on and the numbers will start to equalise."

Source: David Batty, Friday 9 June 2006, *The Guardian*

## Contact us:

### Enfield Racial Equality Council

Community House  
311 Fore Street  
Edmonton  
London  
N9 0PZ

Phone: 020 8373 6271

Fax: 020 8373 6281

Email: [info@enfieldrec.org.uk](mailto:info@enfieldrec.org.uk)

Web: [www.enfieldrec.org.uk](http://www.enfieldrec.org.uk)



Become a member of Enfield Racial Equality Council. If you support the work of EREC, then why not join us as a member. Membership is free and open to individuals who live or work in Enfield and to organisations operating in Enfield, who are committed in furthering the work of EREC.

The views expressed in this newsletter are not necessarily those of the Enfield Racial Equality Council. EREC cannot take responsibility for information or articles submitted for inclusion in the newsletter.

**We welcome your comments about this newsletter. If you would like to include information or an article in our next edition please contact us.**

*Challenging Racism and Promoting Racial Equality  
within the London Borough of Enfield*

## EREC Projects Praised by Commission

After submitting EREC's end of year monitoring questionnaire for both the Strategic Race Forum and the Initial Advice and Information Project. The Equality and Human Rights Commission wrote in December to inform EREC that the project activities were all delivered **'to an exceptionally high standard.'** The letter goes on to say that they would like to add the projects **'to our database as an example of good practice.'**

### EHRC Initiates Race Debate

The Equality and Human Rights Commission (EHRC) has initiated a major debate about race and equality in Britain to mark the tenth anniversary of the Stephen Lawrence inquiry. This month it is ten years since the Macpherson report highlighted the institutional racism that marred the investigation into the murder of Stephen Lawrence.

Reports have been commissioned by the EHRC on issues including how the police have dealt with race issues since the inquiry; on the increasing diversity of the British population; how mixed race Britons are the fastest growing minority in Britain and on what the public thinks about race in Britain today.

Read Chair Trevor Phillips keynote lecture or download **'All Together Now'** at [www.equalityhumanrights.com/raceinbritain](http://www.equalityhumanrights.com/raceinbritain) featuring 10 Britons describing their experiences of race relations and all born in 1974 the same year as Stephen Lawrence.

### Young Brits at Art Competition

An exciting and free art competition has been launched by the Equality and Human Rights Commission (EHRC) for young people aged 11-19 years **'to create a picture that expresses their thoughts and feelings about living in Britain today. This may be about who they are, where they come from or what makes them special.'**

The free competition gives young artists the chance to show their work via the EHRC website and in an exhibition of winning and selected pictures to be held in London in 2009.

A commemorative certificate which can be added to a Key Skills portfolio, as well as limited edition Young Brits at Art merchandise will be given to everyone who enters a picture.

For competition rules and inspiration go to [www.equalityhumanrights.com/art](http://www.equalityhumanrights.com/art). The closing date is **25th March 2009**. Good luck!

## Consultation on preferred options of the North London Waste Plan

The EREC Strategic Race Forum held in April last year included a presentation on the North London Waste Plan consultation. This second update keeps forum members updated about the North London Waste Plan.

This plan is to identify sites that are suitable for facilities to manage and treat waste and recycling across several North London boroughs including Enfield.

The consultation on the boroughs' preferred options was due to take place this month. However, due to delays in finalising the work, the consultation is now likely to begin in May 2009.

At this time, you will be able to find out what this stage of the plan is proposing; about the workshops to be held and how you can comment on the plan.

If you would be interested in NLWP staff attending one of your resident/community meetings to discuss the plan, contact Archie Onslow, Programme Manager on 020 7974 5916 or by email [archie.onslow@camden.gov.uk](mailto:archie.onslow@camden.gov.uk) or visit the website at [www.nlwp.net](http://www.nlwp.net).