

Equality Matters

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Meeting tomorrow's
challenges today

Women in physics – why are there so few?

The Institute of Physics is a leading scientific society promoting physics and bringing physicists together for the benefit of all. Since 2004, we have run a specific Diversity and Inclusion Programme (visit www.iop.org/diversity). We have committed well in excess of £1.5m to diversity in physics in the last decade. But is it working?

Only 20% of those who take A level physics are girls. Research from the USA has shown that teachers have stereotypical assumptions about gender and science and they attribute girls' achievements in physics to hard work, but boys' to natural talent, even where boys do not achieve as well. In 2011, our *It's Different for Girls* report highlighted the fact that nearly half of all maintained co-ed schools in England (49%) sent no girls on to A-level physics. In 2012, our highly publicised *Closing Doors* report further highlighted that schools with lower levels in girls in physics had higher levels of gender stereotyping in subject choice in other gendered subjects, such as Psychology (girls)/ Economics (boys).

Our Childcare Survey in 2010 showed that logistical and financial childcare issues made it extremely difficult particularly for women to attend the national and international conferences and events that underpin a physicists' career. Our research has also shown that physicists are much more likely to partner physicists or other scientists and this means

two people are juggling long-hours and often in different locations. And, finally, the simple fact is that women are less likely to reach professorial or leadership level by the same age as their male. The Institute recognises that there needs to be a whole-scale culture change and we have initiated this through our Project Juno, a scheme that recognises and rewards physics higher education departments

that are working to address the under-representation of women. For further information contact:

By Jennifer Dyer, Institute of Physics

www.iop.org/diversity



Equality Matters (EM) is a new online specialist Equality and Diversity Newsletter Providing up to date news, information & comment.

United Kingdom Investor Equality Diversity (UKIED) Conference Hilton Olympia Hotel, Kensington, London was a great success. Pictured above is David Blowers Vice Principal of Joseph Chamberlain sixth Form College who successfully achieved the UKIED charter mark see page 2 for further details.

UKIED CIC, 4 Mount Mews, Business Park, High St, London, TW12 2SH

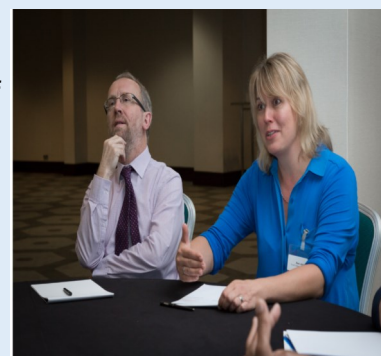
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UKIED 2014 Conference

This year's UKIED Annual National Equality Conference took place on the 11th July at the Olympia Hilton Hotel. For the 3rd year in a row the conference was fully booked and was supported by a record number of exhibitors. Delegates were treated to some exceptional presentations and workshops from, Dr Omar Khan, Runnymede Trust; Sonia Brown MBE, Sistatalk; Dr Charles Willie, Diverse Cymru; Patrick Brown, Civil Service Fast Stream; Philip Connolly, Disability Rights UK; and Navah Bekhor, Diversity Role Models. The conference also included presentations to David Blower of St Joseph Chamberlain 6th Form College and Alex Jarvis of Fircroft College for their organisations successful achievement of the UKIED charter mark



Readers Comments

As an equality and diversity (E&D) practitioner working in the public sector I have found it very challenging to fight cuts to my budget and continue to be proactive in terms of embedding E&D good practice.

Unfortunately senior managers are increasingly wanting the organisation to focus its E&D resources on exclusively E&D compliance issues.

Howard Smith, Yorkshire NHS Trust

Is this your experience?

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News and Events

- ◆ Minimum Wage regulation to come into force 1 October 2014
- ◆ In March, the government proposed increases to the NMW rates for
 - ◆ adults, workers aged between 18 and 20, young workers and
 - ◆ apprentices. The draft National Minimum Wage (Amendment) (No. 2)
- ◆ Regulations 2014 have now been laid before Parliament. Once approved, these will bring the government's proposals into force on 1 October 2014.
- ◆ The proposals are:
 - a) standard adult rate (workers aged 21 and over) will rise by 3% to £6.50 an hour (up 19p from £6.31)
 - b) youth development rate (workers aged between 18 and 20) will rise by 2% to £5.13 an hour (up 10p from £5.03).
 - c) young workers rate (workers aged under 18 but above the compulsory school age who are not apprentices) will rise by 2% to £3.79 an hour (up 7p from £3.72)
 - d) rate for apprentices will rise by 2% to £2.73 an hour (up 5p from £2.68).

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