

Annual Directory mediapack

EqualityBritain

working for an inclusive society



"It is our job to protect individuals against discrimination, to enforce the laws on equality and to promote fairness and human rights for everyone.

We are pleased to be working with Equality Britain to build a society where people are able to fulfil their potential in all aspects of their life and where our communities are strong and free of conflict."

September 2009. Equality Britain Directory

Trevor Phillips, Chair
Equality and Human Rights Commission.

Equality and
Human Rights
Commission

equalityhumanrights.com

HISTORY

Since the 1970 Equal Pay Act the UK has constantly been changing and updating equality legislation. Despite this, recent figures demonstrate that there are still significant barriers faced by people due to their race, age, gender, disability, religion or belief, sexuality or transgender status.

Equality Britain formerly Ethnic Britain, was first launched in 2002 to promote equality and diversity within employment, education, housing, sport and adoption & fostering.

Since then we have become leaders within our field. Through our directory and website we keep our readers up to date with all issues regarding equality and diversity.



WHY US?

We believe it is important for employers to recruit from the widest possible talent pool. We know understanding peoples differences and similarities can benefit an organisation.

Different people offer different skills!

We work with organisations covering all the strands of equality. From national bodies like the Equality and Human Rights Commission to local organisations like Brighton and Hove LGBT Network.

We can help you find the right people!

Our directory has useful information from just about every major and regional equality organisation. We have articles, useful contacts and addresses. Through our directory and website we will keep people up to date with equality news and legislation.



WHERE WILL YOU BE SEEN

Our directory will be distributed free of charge to:

- Job Centres
- Citizen Advice Bureaux
- Central Libraries
- Universities & Colleges
- Race Equality Councils
- BME community centres
- LGBT Centres
- Specialist schools & colleges
- Special needs housing associations
- Diversity conferences
- Charities and voluntary organisations
- Organisations working with ex-offenders
- Organisations working with the long term unemployed



WHAT PEOPLE SAY ABOUT US

Yorkshire Building Society

"We have been advertising in Equality Britain for quite a few years now and we have found the directory and the staff involved both charming and helpful. We advertise all our jobs roles on their website and this has been a resounding success whether by placing candidates or by capturing talent on our applicant tracking system. The directory is a fountain of information which gives you useful contacts and we are proud to advertise with them. YBS is looking forward to a continued relationship with Equality Britain."



The Together Trust

"The Together Trust has been using Equality Britain for numerous years to advertise our organisation and job opportunities across the Trust and the staff that we deal with are incredibly helpful and efficient. Both the wall planner and the directory have been excellent ways of raising our profile and the use of the Equality Britain website to advertise specific vacancies has been useful. The Directory itself is great as it gives you useful contact numbers of local organisations promoting diversity, as well as the opportunity to advertise your organisation."

Stonewall

"Stonewall is proud to be working with Equality Britain. Resources like this are invaluable to lesbian and gay people who feel they can perform better at work when they can be themselves."



Natural History Museum

"This is only the second year that we have advertised with Equality Britain but we have already found some fantastic people. We continue to build a diverse talent pool at the Natural History Museum and this reflects the amazing diversity of our collections. In particular, through Equality Britain we have found excellent scientists to join our 300 Natural History Museum scientists that look after our 70 million specimens and research issues of personal, local and global importance such as controlling the spread of disease or combating the loss of species due to climate change. Equality Britain is a really good way for us to get to an interested audience, and we look forward to working with them again in the future."

Tarmac Ltd

"For a number of years, Equality Britain has been successfully promoting Tarmac as an equal opportunities employer. The directory and on-line job search appeals to a wide audience of potential job applicants from all backgrounds. We look forward to continued collaboration with Equality Britain to support Tarmac in their agenda to promote equality and diversity."



RATE CARD

Entry Sizes (mm):


Double Page	272 x 115 (x2)	£2995.00 + VAT
Full Page	272 x 115	£1995.00 + VAT
Half Page	134 x 115	£1595.00 + VAT
Third Page	87 x 115	£995.00 + VAT
Quarter Page	63 x 115	£895.00 + VAT

Prominent Pages (mm):

Inside Back Cover	272 x 115	£5000.00 + VAT
National Lead Page	272 x 115	£2995.00 + VAT
Regional Lead Page	272 x 115	£2495.00 + VAT

Employee Profile Pages* are available from £800.00 when purchased with an advert.

*The discounted Profile full page can only be used for an employee profile.

Directory Sizes: 297mm deep x 145mm wide - Wiro Bound
Colour: Full Colour - CMYK 

Full specification can be provided on request.

All prices are inclusive of artwork, design and typesetting should you require it.

Artwork will be run @ 60 lpi and all printing will be in CMYK.

WWW.EQUALITYBRITAIN.CO.UK

With the purchase of any advert on our directory you can take advantage of unlimited postings on our website for six months.

Features of our website include:

- Job vacancies from other leading UK employers
- Training and Course opportunities
- A glance into current Equality Legislation
- Understanding Discrimination
- 2010 Religious Calendar
- Useful Local and National links
- Equality Legislation Time Line
- Employee Profiles
- Equality News
- Equality in Housing information
- Example CV's



For more information please contact:

Harry Lochhead on 0151 707 6688

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A FEW EXAMPLES

This is a selection of pages from the current directory, both National and Scotland sections.



Equality Britain[®]
Directory of Opportunity 2010
working for an inclusive society

Welcome to the ninth annual edition of the **Equality Britain** National Directory.

The directory aims to promote equality and diversity in Employment, Education, Housing, Adoption & Fostering and Sport.

We have articles and editorial from a number of major organisations throughout the UK, covering all strands of equality:

- Age
- Race
- Gender
- Religion & Belief
- Disability
- Sexual Orientation
- Transgender Status

Despite increased efforts to promote equality throughout the UK, recent figures demonstrate that there are still significant barriers faced by people due to many different forms of discrimination.

Why we need the Equality Bill

We need the Equality Bill to strengthen the law and bring forward new measures to fight discrimination.

This is necessary because:

- Equality progress since 1997 to reduce the gender pay gap, women still earn, on average, 22.5% less per hour from men
- Less academically able, but better of children, available more able, poorer children at school by the age of six
- The gap between the employment rate of disabled people and the overall employment rate has decreased from 34.5% to 16.3% since 1998, but disabled people are still more than twice as likely to be out of work than non-disabled people
- If you are from an ethnic minority, you were 17.5% less likely to find work in 2007 than a white person. The difference is still 13%
- One in four older people are unsuccessful in getting quotations for motor insurance, travel insurance and car hire
- 6 out of 10 lesbian and gay schoolchildren experience homophobic 'bullying' and many come out as a result

If we do not step up progress:

- The pay gap between men and women will not close until 2085; and
- It will take almost 100 years for people from ethnic minorities to get the same job prospects as white people.

We need the Bill to streamline the law, helping people to understand their rights and helping businesses to comply with the law.

This is necessary because:

Our discrimination laws have helped to make progress on equality, but because they have been developed over time they have become complex and difficult for people to understand and navigate. There are currently nine major pieces of discrimination legislation, around 100 statutory instruments setting out rules and regulations and more than 2,500 pages of guidance and statutory codes of practice.

The Bill will replace this thicket of legislation with a single Act, which will have the status of primary legislation and provide for employers, service providers and public bodies.

As well as streamlining the law the Bill will have clear English explanations alongside each clause to clarify what the provisions mean.

These are our minority groups.

Most organisations claim it's not what they count, but how they do it that sets the context. We provide, with our award-winning consulting, the most highly planned, focused and expert to every level of your organisation. Our work with you, and our services are for everyone.

With the new Equalities Act, businesses and individuals to deliver diverse and successful staff, and we have offices and client centres in most major UK cities. Expect the best from our award-winning consultants. We're here to help you succeed. Each year we have over 100,000 clients.

AMNESTY INTERNATIONAL
JOIN THE FIGHT FOR HUMAN RIGHTS

What will you build with us?

We are a social building firm that has been established for over 100 years. We are a leading provider of social housing and care homes across the UK. We are committed to providing high quality, affordable housing and care for all. We are a leading provider of social housing and care for all. We are a leading provider of social housing and care for all.

Refliance

Tarmac

At Tarmac we recognise that a talented and diverse workforce is critical to the success of our business.

As an employer, our goal is to recruit, motivate, develop and retain outstanding people who work together to deliver our commercial and objectives.

Our approach to diversity is not just about making sure we comply with equality law. We aim to maximize the potential of all our people by harnessing their differences and creating a productive environment in which all are valued, where all talents are fully utilised and individual goals are achieved through great teamwork.

To find out more please visit: www.tarmac.co.uk/careers

Tarmac is an equal opportunities employer.

What the Equality Bill will do

The Equality Bill will strengthen our equality law by:

- Introducing a new public sector duty to consider reducing socio-economic inequalities.
- Putting a new Equality Duty on public bodies.
- Using public procurement to improve equality.
- Banning age discrimination outside the workplace.
- Introducing gender pay and equality reports.
- Extending the scope to sex positive action.
- Strengthening the powers of employment tribunals.
- Protecting carers from discrimination.
- Protecting breastfeeding mothers.
- Banning discrimination in private members' clubs; and
- Strengthening protection from discrimination for disabled people.

Think Flybe. Think Fantastic Future.

Member of the group you are in - **flybe.com**. An Equal Opportunity Employer. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees.

UNISON is the UK's leading public service union.

As an employer in People Employer, we take our responsibilities seriously and we want our staff to reflect the diversity of the members they represent. We welcome applicants from men and women of all ages, black and white, ethnic groups, disabled people and lesbian, gay, bisexual and transgender people.

Telephone 0845 355 0845
Telephone 0800 0 967 969
www.unison.org.uk

Protecting individuals against discrimination, enforcing laws on equality, promoting fairness and human rights for everyone.

When the Commission opened for business in October 2007 it was with high ambitions and great expectations. Rightly so. We have a big job to do to make Scotland better than a country which values the assets of respect, fairness and dignity, and where people are confident in all aspects of their diversity. The Commission inherits a bold legacy from its three predecessor organisations - the Disability Rights Commission, the Equal Opportunities Commission and the Commission for Racial Equality - and took on new responsibilities for age, sexual orientation, religion and belief, gender reassignment and the promotion of human rights. This means that previously under-represented groups now have a powerful body acting on their behalf which will tackle discrimination on all fronts.

We operate in the real world, and we are an organisation packed full of passionate people, working to change our world. We have a critical mission to deliver and we know that it's not easy task. In my experience things that matter seldom are. However, equal laws are not an option over-engineered at all what has been accomplished in a small amount of time. Tackling disability and standing up for people who have experienced discrimination is crucial and we do it - every day.

We know it's not enough for us to treat the symptoms of discrimination, so we work to get to the cause of it. Making things better for people and changing the systems that allow inequality to continue to blight our lives.

We have achieved significant legal victories in Scotland ensuring that people who face discrimination in the work place because of their race are protected. We have made sure that young disabled people who want to participate in youth activities with the rest of their friends now can. Our support for Sharon Coleman, who asked for time off to look after her disabled son, means that British law makes it easier for people who are able to work, to be flexible working to help them look after family members.

Our work with MPs and the Scottish Government on key issues such as tackling Scotland's disability low contractor rates for care cases, disabled parking, bus crime and ensuring our education system works for young people with additional support needs, actively delivers better laws for better lives.

Whether it's looking at what we need to do to strengthen our communities, or what most needs to be done on the issue of tackling inequality against women we are working daily on the real issues that matter to all of us in Scotland.

We are leading the way in changing the invisible work we do that makes life for working women, black and ethnic minority people and young people the power gap that exists in our boardrooms, court benches, town halls and National Parliaments. We are making businesses big - helping them to act early in these tough economic times.

There is a lot more to do. We have just launched our strategic plan, outlining our priorities and setting out a series of programmes and projects that we believe will help to make Britain a fairer, more equal place, and addressing the question of how we will support the implementation of the Equality Bill. We will also soon publish our business plan showing what we will be doing in Scotland over the next year. We will continue to provide funding to ground breaking community based projects and work alongside our colleagues in voluntary, public and private sectors to deliver real change for Scotland.

Scotland is entering a new era for social and economic rights. There are many challenges ahead and the Commission is committed to working across the country with our stakeholders to create a Scotland we can all be proud of.

Margie Anderson
Scottish Commission,
Equality and Human Rights
Policy Commission

Scottish Helpline
Helpline number:
0845 604 5810
0800 0 967 969
0845 604 5820
0845 604 5830
www.equalityhumanrights.com

HIGHLANDS AND ISLANDS ENTERPRISE VALUING DIVERSITY

www.hie.co.uk

The State Hospitals Board for Scotland

We are a Special Health Board and the only specialist hospital in Scotland providing high secure forensic psychiatric care. Over 700 staff provide high quality secure, clinically effective services for 700 patients from Scotland and Northern Ireland. We work within an accountable, co-ordinated and integrated national framework, in partnership with all sections of the community.

Looking for a career with a difference?

Working for us is a real difference. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees.

Equality in SCOTLAND

No one should be denied opportunities because of their race or ethnicity, their disability, their gender or sexual orientation, their age or religion.

This principle underpins all the work of the Scottish Government.

Minister's Pledges for Gender Equality

Scottish Ministers decided in June 2009 that tackling inequality against women and occupational segregation practices in working markets gender equality. They will publish a report on an overview of progress made by listed public bodies (including Scottish Government) in each of these areas by July 2010.

For further information contact:
Equality Unit, Scottish Government, 2nd/3rd Victoria Quay, Edinburgh EH6 6QQ
Tel: 0131 556 8400 or 08457 747471 (for UK local calls)

NHS Education for Scotland (NES) is a Special Health Board and the provider of lifelong learning, education and skills development for health service employees in Scotland. We are dedicated to ensuring the NHS Scotland (NHS) staff have the best possible educational opportunities to help them together with their colleagues in the health service.

NES is committed to making equality and diversity part of everything it does and will continue to work to ensure that all staff have the best possible educational opportunities to help them together with their colleagues in the health service.

Our aim is to provide a range of educational opportunities to help them together with their colleagues in the health service.

For information on specific recruitment opportunities please contact:
www.nhs.uk/education
or recruitment@nhs.uk

TAYSIDE CONTRACTS WORKING TOWARDS EQUALITY

Breaks ahead and embracing diversity - who could fail to appreciate the benefits of a wide variety of people in a workforce of 2,200 people across 300 different locations bringing fresh and varied perspectives to everything we do.

If you work for Tayside Contracts you can be proud of your diversity, background, culture and beliefs. Our people come from all over the world and we are always willing to look at how we can best accommodate our people so that we can help us achieve them.

We are committed to employing a workforce that represents our local population and also to ensuring that we are an equal opportunity employer. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees.

Tayside Contracts provides catering, cleaning, maintenance and vehicle maintenance services to the Council of Dundee, the Angus and Perth City Councils. Our aim is to offer challenging and rewarding jobs to those who wish to work for us. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees.

Applying for a job at Tayside Contracts

You should be able to work for an organisation where you are valued for your ability and where the focus is on what you do, not on your race, or your gender. We are committed to providing a fair and equal opportunity for all our employees. We are committed to providing a fair and equal opportunity for all our employees.

National Museums Scotland

NHS Quality Improvement Scotland

For details of current job vacancies visit our website: www.nhshealthquality.org