















A student or member of staff who has made a disclosure or report.








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In Wales, a number of additional provisions apply to higher education institutions, including the following on equality objectives<sup>xli</sup>:

The need to prepare and publish its equality objectives at least every four years from the first date of publication;

The need to publish objectives to meet the general duty. If an authority does not have an objective for each protected characteristic – in addition to any objective to address pay differences – it must publish reasons why not;

The need to publish a statement setting out the steps it has taken (or intends to take to meet the objectives) and how long it expects to take to meet each objective;

The need to make appropriate arrangements to monitor progress towards meeting its objectives and to monitor the effectiveness of its approach; and

The need to give appropriate consideration to relevant equality information it holds when considering what its equality objectives should be.



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<sup>xix</sup> The Equality Act definition of race does not explicitly cover caste, and the UK government has not exercised a power under the Act which would allow it to make regulations including caste within the definition. However, it has been held by the Employment Appeal Tribunal, that caste in many of its forms may come within the 'ethnic origins' aspect of the definition, depending on the circumstances. (Chandhok & Anor v Tirkey UKEAT/0190/14/KN). In any case, caste discrimination is wrong and should not be tolerated.

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