



# **Gender Equality Scheme**

**April 2007**

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	1-6	Policy Review Date: April 2010

## 1. FOREWORD

Welcome to South Nottingham College's draft Gender Equality Scheme.

The Equality Act 2006 places a duty on South Nottingham College to produce its Gender Equality Scheme. We believe that our duty to develop the Gender Equality Scheme gives us an ideal opportunity to bring together and prioritise issues important for people.

South Nottingham College is fully committed to eliminating gender inequality between women and men. We recognise that there are gender differences in people's life chances, what services they gain access to and the types of jobs they do.

This scheme sets out what the college will do to tackle gender equality issues. We hope that you will take the opportunity to read through our scheme and provide us with your comments on it. It is important that employees and students are involved in the development and delivery of the scheme as this will ensure that it really has a positive impact on people's lives.

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	2-6	Policy Review Date: April 2010

## 2. WHAT IS A GENDER EQUALITY SCHEME?

The Equality Act 2006 states that all public authorities must publish a Gender Equality Scheme by April 2007 – saying how they plan to promote gender equality, and over what period of time any changes will take place.

Gender Equality Schemes must be reviewed at least every three years, and South Nottingham College will publish a report each year to say how we are doing, and to make sure that the scheme is working.

South Nottingham College's Gender Equality Scheme 2007 – 2010 will outline how the college plans to:

- End unlawful discrimination and harassment.
- Promote equality of opportunity between men and women.

## 3. OUR GENDER EQUALITY VISION, VALUES AND PRINCIPLES

This scheme will be part of the college's strategic vision. Our mission statement is 'Success through Learning.' Our values are:

Partnership  
Learner centred  
Staff Quality  
Equality & Diversity  
Achievement  
Financial Strength  
Continuous Improvement

We believe that by improving gender equality we will create an inclusive college which will benefit all within it.

In three years time, we want to have changed attitudes, systems and practices that might be a barrier to men or women, enabling them to participate at all levels of responsibility and across all areas of work.

The college will treat all employees with respect and dignity, and provide a positive working environment without sex discrimination, harassment on the grounds of sex or gender reassignment. The college recognises these are very serious offences which may lead to dismissal of a member of staff, or in cases where a student is directly involved, disciplinary procedures will follow.

The college will provide role models for both female and male students in all areas of curriculum. Lesson content and teaching resources demonstrate sensitivity to issues of gender equality. Prejudiced and discriminatory behaviour displayed by learners and work placement providers will be challenged in all instances.

We need to continue our relationships with our existing Trade Unions who act as a support network in a variety of issues including sex discrimination.

We need to show that policies have been reviewed with regard to gender equality.

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	3-6	Policy Review Date: April 2010

We need to show that practice has been updated in accordance with the Equality Act 2006 in all areas of the college, and is promoting gender equality.

We need the impact of our targets measured regularly against the 6 parts of the duty.

We need to make sure that gender equality is understood and imbedded in all areas of the organisation.

#### **4. WHAT WE HAVE DONE**

The college has actively endeavoured to promote gender equality in terms of recruitment & advertising and undertaking all aspects of college procedures.

#### **5. WHAT WE NEED TO DO**

The college will develop and utilise HR and management reporting to monitor gender issues and develop and embed strategies for promotion of gender equality as part of the implementation of its three year plan.

#### **6. HOW HAVE WE MONITORED GENDER EQUALITY IN STUDENTS?**

Gender issues regarding students can be raised through the Student Council.

The Equality and Diversity forum has the agenda to look at and monitor all aspects of equality in the student population including:

- Gender
- Race
- Disability
- Age

The Equality and Diversity forum will analyse gender by total population, programme area and courses attended, and look at the links between marketing & selection and retention & achievement.

Any issues arising in terms of gender are actioned through course level plans and monitored through the quality assurance process.

Student satisfaction surveys are scrutinised in order to ascertain whether any gender issues arise. Likewise the complaints system, which is scrutinised via the quality directorate.

#### **7. STAFF**

##### **Induction & Staff Training**

All new staff undergo an induction which includes information about our equality duties. The college has yet to make sure that all staff know and understand our duty.

The college will utilise the resources available at hand. Staff and student forums will discuss gender equality issues, concentrating on the promotion of opportunity in and around the college, the implementation of training programmes, focussing on the overcoming of gender stereotypes.

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	4-6	Policy Review Date: April 2010

All those interested in gender equality issues will be involved in all stages of the design, implementation and monitoring of our scheme.

### **Leadership & Management**

- The college will promote its vision and the college's intentions.
- Information will be provided to all managers regarding Equality and Sex Discrimination Act.
- The scheme will be reviewed and monitored through the Equality & Diversity group, lead by senior management.
- The college Principal and Senior Management Team are responsible for taking the lead in challenging sexist behaviour within the college.
- The GED will be a standing item on the Equality & Diversity group
- Progress on the action plan will be monitored by this group.
- The annual assessment of the Scheme will be done by this group.
- Staff training will be a priority.
- Gender equality will be monitored through course reviews and self assessment reports. Targets may be set through these processes.
- Partnerships need to be developed.
- All employees shall have equal rights to training, promotion and career development.
- The college has committed to the of implementation and adoption of a formal job evaluation scheme commencing in academic year 2007-8
- Governors will receive information about their responsibility in delivering the Duty, and will monitor progress.
- The college will publish a report annually on the GES which will be made publicly available.

### **8. IMPACT ASSESSMENT**

All college policies are in a cycle of review.

As policies are reviewed, we will build in impact measures; so that we can be assured that they are all promoting gender equality.

- This will be done through the Equality & Diversity group, who will be the final check on policies before approval by the Corporation.

### **9. PUBLISHING**

The scheme will be published:  
 On the college website  
 On the staff portal  
 On the student IT area  
 In Governors' papers  
 In hard copy form  
 In customised format, on request.

### **10. ACTION PLAN**

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	5-6	Policy Review Date: April 2010

The final operational plan will be drafted by the Equality & Diversity forum for adoption by college management. Actions will be monitored via the appropriate college success committee and the Equality and Diversity forum.

Directorate: Human Resources	Author: Angela Clayton, Director of HR	Policy created: April 2007
Policy Title: Gender Equality Scheme	6-6	Policy Review Date: April 2010