

Stanmore College

GENDER EQUALITY DUTY

April 2007



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Part 1: Statement of Commitment to Gender Equality by the Principal

Stanmore College is firmly committed to promoting equality and celebrating diversity in all its relationships with staff, students and external stakeholders.

In 2004/05 the LSC funded 2,269,849 female learners and 1,509,189 male learners. In the same year teaching staff in FE colleges comprised 77,849 females and 53,435 males. Despite this only 28% FE college Principals in England are female. I am delighted to be the first female Principal of Stanmore College and I have a Senior Management Team split evenly in terms of gender.

I believe that the College benefits from employing both male and female staff at all levels of responsibility and across all areas of work. This will also provide role models for a variety of students in whatever area of the curriculum they are interested. The College is committed to equality of treatment and equal pay for all employees and this applies to the operation and implementation of all its employment policies and practices. The College aims to treat all employees with respect and dignity, and seeks to provide a positive working environment free from discrimination, harassment or victimisation. It is pro-active in promoting family friendly policies and encouraging a good gender mix for staff, students and the governing body.

The College seeks not only to eliminate direct and indirect gender discrimination, but also to create a working environment based on good relations between men, women and trans-gender individuals. To this end, the College undertakes to provide diverse images in any material which it produces, including positive images of men and women in a range of non-traditional occupations. The aim is to create a positive inclusive ethos with a shared commitment to challenging and preventing stereotyping, prejudice and discrimination.

Jacqui Mace
Principal
April 2007



Part 2: The Requirements of the Duty

2.1 The General Duty

The Equality Act 2006 amends the Sex Discrimination Act 1975 (SDA) to place a statutory duty on all public authorities to have due regard to the need to:

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

The Duty therefore requires colleges to adopt a proactive approach and to mainstream gender equality into all decisions and functions

Under the SDA, unlawful discrimination is defined as:

- Direct and indirect discrimination on the grounds of sex
- Discrimination on the grounds of pregnancy and maternity leave
- Discrimination on the grounds of gender reassignment (this includes people who intend to undergo, are undergoing or have undergone gender reassignment)
- Direct and indirect discrimination against married persons and civil partners
- Victimisation
- Harassment and sexual harassment

Unlawful discrimination also includes that which is unlawful under the Equal Pay Act 1970.

2.2 The Specific Duties

To prepare and publish a Gender Equality Scheme (GES), showing how the College intends to fulfill the general and specific duties. The GES will prioritise the College's objectives and outline practical steps to be taken.

In preparing and reviewing the Scheme the College must:

- Proactively consult employees, learners, service users, trade unions and other stakeholders
- Take into account any relevant information
- Consider the need to have objectives to address the causes of any pay gap
- Ensure the Scheme sets out the actions the College has taken or intends to take to:
 - gather information on the effect of its policies and practices on women and men
 - use the information to review the implementation of the Scheme objectives
 - assess the impact of current and future policies on gender equality
 - consult relevant employees and others including trade unions.
 - ensure implementation of the scheme objectives
- Implement the Scheme and any actions for gathering and using information within 3 years of publication
- Review and revise the Scheme at least every three years
- Report on progress annually

Gender Equality Schemes must be published no later than 30 April 2007.

Part 3: The Present Situation

The Board of Governors

There are 12 male and 5 female members of the Board of Governors.

Employees

The College employs 356 staff of whom 260 are female and 96 are male. The Principal is female, one of the 27.5 % of FE Principals who are female. From August 2007 the Senior Management team will include a male Deputy Principal, a male Vice Principal (Curriculum) and a female Vice Principal (Finance and IS). The next level of management includes 3 male and 6 female managers. Overall there are 11 managers who are female and 6 males. On the support side there are 9 female support managers, one of whom is part time, and 6 male managers. There are 162 female lecturers, 134 of whom are part time or VHL and 58 male lecturers, 34 of whom are part time or VHL. There are 78 female support staff, 46 of whom are part time and 32 male support staff, 13 of whom are part time.

CATEGORY OF STAFF	% MALE	% FEMALE
All staff	27	73
SMT	50	50
Senior academic managers	34	66
Support staff managers	40	60
VHLs and part time as percentage of all teaching staff	58	83
Support staff	29	71
Of whom part time	40	59

The College is totally committed to the concept of equal pay for men and women if the posts are identical. This includes the number of hours worked.

Both maternity leave and paternity leave is fully supported in compliance with the statutory requirements.

The College recognises that staff are at times likely to have special issues in relation to childcare and the care of other dependants, and while this is likely to impact disproportionately on women, men too are sometimes affected. The College will make every effort to meet the needs of staff with such responsibilities and to ensure genuine equality of access for all affected staff, for example by adopting a flexible approach to producing timetables and work plans in order to take into account the caring responsibilities of staff.

Students

The Sixth Form College

There are more female students than male students (723 female students and 503 male students)

In some subjects there are more male students than female students eg Physics at A2, Computer Science, Accounts AS, BTEC IT programmes and in others there are more female students than male students, particularly in the more traditional 'female' subjects of Care/Childcare, Beauty, English, Performing Arts, Dance, Textiles, Art, Secretarial Studies, Travel and Tourism and some Media courses. There is also a cohort of 63 male footballers as the College has a Football Scholarship scheme with Wealdstone Football Club which at present is linked to a male-only league. The College does not offer engineering or motor vehicle courses. There has, however, been an increase in female students applying for AS level Physics as one of their 4 AS subjects in 2006/7 and it is hoped that this increase will continue in 2007/8.

The Adult College

There are 3,716 female student enrolments over the age of 18 studying on mostly part time courses and 853 male student enrolments over the age of 18. Some adult students enroll on more than one course. This largely reflects the range of courses on offer at the College and this range is a result of market research and local demand.

Various initiatives have been undertaken to encourage male students into beauty/care courses. The Beauty department has offered courses for men on Skin care and Grooming for Men and they also offer male client sessions. Together with Harrow Council, the Childcare team ran a recruitment drive in 2006 with a Saturday Open day to give any men interested in this area of work the chance to talk to men already working with children and to obtain more information.

CATEGORY OF STUDENT	% MALE	% FEMALE
16-19	41	59
Adult (19+)	19	81
Physics students	70	30
Health and social care students	82	18

Subject staff are working to promote equality and to recruit more students of the opposite sex through challenging sexual stereotyping and the use of positive images in marketing materials.

The College's IAG Service also seeks to work against sexual stereotyping by promoting the full range of appropriate careers to both sexes.

There is a male counsellor as well as female counsellors so students/staff are able to make an appointment with a counsellor of either sex.

There are two male Additional Support Workers as well as male Literacy Support lecturers.

There are female only sessions in the Fitness Room at the request of the female students.

The College will continue to develop enrichment activities which will appeal to the whole student body regardless of gender.

At present the College is not aware of any transgender issues relating to either staff or students. The College will support any transgender staff or students.

Marketing

The Marketing department seeks to eliminate gender stereotyping in all promotional material.

A Performing Arts student at the College is currently researching the possible reasons for the low intake of male students into Performing Arts courses. The report will be available in September 2007 and the findings will be incorporated in marketing materials published by the College.



Part 4: Consultation

The Gender Equality Duty requires the College to proactively consult with employees, learners, service users, trade unions and other stakeholders. The College will create a positive ethos where issues can be discussed openly.

The purpose of consultation is to identify what will make the biggest difference to gender equality and to prioritise action to address the most significant gender differences within the college community.

The College is setting up focus groups/a forum for the following groups of students:

- Sixth form girls with a sub group of female Muslim students
- Sixth form boys with a sub group of sixth form black male students
- Staff groups of female staff and male staff
- Other focus groups could be set up in the future.

The aim for each focus group/ forum is to provide a talking point outside the Student Association/staff unions for issues that may arise.

The focus groups will meet in April and then arrange a meeting once a term.

These groups could also be invited to participate and give their views on any college promotional activities.

Other groups involved in the consultation:

The Unions have been invited to respond to the gathering of information and to raise any gender-related issues. A draft copy of the scheme has been sent to all the union representatives in College.

The Student Association has also been invited to respond to the gathering of information and to contribute to this Gender Equality Scheme.



Part 5: Impact Assessments

The purpose of impact assessment is both to ensure that the College's decisions and activities do not disadvantage any staff, students and any other stakeholders on account of their gender, and to identify opportunities to promote equality.

The College has already assessed its policies and practices and has prioritised the most important policies/procedures for impact assessment because of their particular relevance to Equality and Diversity. A number of policies have already been impact assessed for the Race Equality and Disability Equality Duties and at the same time these were also assessed for any gender implications. There is a timetable of impact assessments which is a rolling programme and more staff are about to be trained and to be included in the process. Policies impact assessed to date are:

Equality and Diversity Policy

Race Equality Policy

Learning Support Policy

Capability Procedure

Admissions Policy

Complaints Policy

Harassment and Bullying Policies

Recruitment Policy

Work Experience Policy



Part 6: Related Policies

The Gender Equality Scheme should be read alongside the following policies and Equality Schemes:

The Equality and Diversity Policy

The Race Equality Policy

The Anti Harassment and Bullying (staff and student) Policy

The Disability Equality Scheme

Gender Equality in Employment Policy

For Staff

Recruitment Policy

Capability Policy

Age and Equality

Disciplinary

Grievance

Flexible Working

Leave of Absence

Maternity Leave

Paternity Leave

Redundancy

Sickness

Staff Development

For Students

Admissions Policy

College Code of Behaviour

Lateness Policy

The College, working in partnership with the recognised trade unions and employee representatives, will seek to ensure that the College's GES is implemented so that all student and staff policies and procedures are non-discriminatory and that monitoring and positive action processes are regularly reviewed.

Part 7: Data Collection/ Monitoring Cycle

Data is collected annually on most of the equality dimensions for both staff and students and is scrutinised by the Equality and Diversity Committee. Any patterns emerging in any of the data are reported to Senior Management and the Governors. Staff are expected to address any trends in their self-assessment reports and subsequent Action Plans.

The Monitoring Cycle

Data on Sixth Form students is collected at the census points and reports are prepared for the Equality and Diversity Committee.

Complaints

In 2005/6 there were 40 formal complaints, 14 from men and 26 from women. This academic year there have been 45 complaints to date 33 from females and 9 from males. There were 3 complaints where the person did not disclose their gender.

Complaints are scrutinised annually by the Equality and Diversity Committee to see if there are any issues emerging which relate to Equality and Diversity. These are addressed by the appropriate departments.



Part 8: Gender Equality Action Plan

Governor related

Action	How	By Whom	By When	Monitoring Cycle	Targets
To increase the % of female members of the Board of Governors	Positive action when seeking to fill vacancies for business and co-opted members	Clerk and Principal	Ongoing	Annually	
To raise Board of Governors' awareness of Gender Equality Duty (GED)	Input into training for Governors	Outside trainer/ HR	Dec 2007	Annually for any Equality and Diversity issues	All Governors aware of GED



Staff related

Action	How	By Whom	By When	Monitoring Cycle	Targets
All staff training on gender equality to challenge stereotypical attitudes	By means of a presentation and workshops	HR & outside trainer	Dec 2007	Annually	All staff trained
Encourage and support male or female staff who have moved or are recruited into stereotypically gender specific work areas	The staff mentoring programme and additional HR support	Staff mentors & HR team	Dec 2007	At the end of probation and thereafter annually	6 months
Address the ratio imbalance between full time male and female lecturers (41% male and 17% female)	Staff survey to establish the reasons why female staff are less likely to want to work full time. Report circulated and on JCNC (Joint Negotiation and Consultation) agenda	HR	Sep 2007	Staff survey will be issued annually and a report taken to the Equality and Diversity Committee	To improve the ratio by 2% by Summer 2008
Assess the impact of staff caring responsibilities	Staff survey report circulated and on JCNC agenda	HR	Dec 2007	As above	Ensure all appropriate staff are supported
Undertake pay and gender monitoring	Data on pay and gender to be collected and report prepared	HR	Oct 2007	Report prepared and taken to Equality and Diversity Committee and JCNC annually	Enforce equal pay

Student related

Action	How	By Whom	By When	Monitoring Cycle	Targets
To include the following EDIM in the Development Plan 2007: improvement in enrolment of male students onto Health and Social Care programmes by 10%	Positive male images in marketing and at open evenings	Marketing and H&SC team	Autumn 2007	Annually	10% more male students on the programmes
To introduce the concept of gendered learning styles	Advanced Practitioners' training to teaching staff	Advanced Practitioners	Summer 2007	By means of lesson observations annually	All staff to be trained by summer 2008 and to be using appropriate materials
To continue with gender staff and student focus groups	Set up a termly slot for each gender group	Staff -HR and Director of Student Services Students -Director of Student Services and Student Liaison Officer	Autumn 2007	Annually	3 meetings for each focus group per year
To implement suggestions from female students with regards to the Acorn Café	Make sure there is more than just male dominated sport on the screen to attract more female students into the café	Student Liaison Officer	Summer 2007	Termly	A wider range of programmes shown on the screen

Student related continued...

Action	How	By Whom	By When	Monitoring Cycle	Targets
To continue to attract more female students into traditionally male dominated subjects such as Physics	Through positive images in marketing materials, girls taking part in demonstrations on Open Evening etc	Marketing and Physics Department	Dec 2007	Annually	50% girls in the A2 group for 2007/8
To continue to increase women only sessions in the Sports Hall	Allocate slots in the timetable and advertise women's table tennis	Sports team	Sep 2007	Annually	2 extra slots in the timetable for women only sessions



Part 9: Publication of the Scheme

The College's Gender Equality Scheme will be published on the College's website and on the Staff and Student Intranets by 30 April 2007.

Copies of the scheme can be made available in alternative formats such as large print, on tape or in Braille on request from Pam Langdon-Pratt, Director of Student Services.

The College is totally committed to gender equality in all aspects of its duties, responsibilities and the services it provides to the community. The College believes that its Gender Equality Scheme is a living series of documents which will be updated and extended termly as the need arises.

The College welcomes any suggestions or comments from students, staff, the local community and members of the public. Contact details are listed below:

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