

# Stockton Sixth Form College

Supporting Student Success

## Gender Equality Scheme

### Vision

The College aims to create a culture which celebrates and values diversity. We are committed to ensuring that everyone working or studying at the College should be valued equally regardless of class, race, religion, colour, disability, sexuality, age or gender. We recognise that the College will benefit from employing both men and women at all levels of responsibility, and across all areas of work, thus helping to provide role models for both male and female students in whatever area of the curriculum they are interested in. In encouraging all to fulfil their potential the College will proactively tackle any barriers to achievement created by gender stereotypes.

We aim to treat all students and employees with respect and seek to provide an environment free from discrimination, harassment or victimisation. The College will seek not only to eliminate sex discrimination, but also to create a working environment based on good relations between women and men.

### Our Aims are:

To create a positive, inclusive ethos where issues of gender discrimination and stereotyping can be discussed openly

To ensure that College policies and practice do not intentionally or unintentionally disadvantage people of one sex

To ensure that influential policy forums have representation from males and females

To take account of gender representation in all College working parties and student bodies

To challenge gender stereotyping wherever it is encountered in College life.

To ensure that students of similar abilities are able to achieve comparable outcomes in all areas of the curriculum, regardless of gender.

### Our Legal Duties

The College recognises that the Gender Equality Duty requires a proactive approach to mainstreaming gender equality into all decisions and activities.

The College in carrying out its functions will have due regard to the need to:

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

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Under the GED the College must have due regard to the need to eliminate all forms of discrimination that are unlawful under the Sex Discrimination Act 1975; specifically:

- Direct and indirect discrimination on grounds of sex
- Discrimination on the grounds of pregnancy and maternity leave
- Discrimination on grounds of gender reassignment
- Direct and indirect discrimination against married persons and civil partners
- Victimisation
- Harassment and sexual harassment

## Division of responsibilities

### **Governors are responsible for ensuring that:**

- Women and men are given an equal opportunity to be members of the Corporation, and in the event of significant under-representation of either women or men, the Corporation will consider what steps can properly be taken to address that under-representation
- The College's strategic plan includes a commitment to gender equality
- Equality training features as part of the College's strategic plan
- The objectives identified in the Gender Equality Scheme are implemented

### **Managers are responsible for ensuring that:**

- The Principal and SMT are responsible for taking the lead in creating a positive, inclusive ethos that challenges sexist attitudes and behaviour on the part of managers, staff or learners.
- All aspects of the College's policies and activities are sensitive to gender issues
- Gender monitoring information is collected and analysed
- The procedures for recruitment and promotion of staff enshrine best practice in equal opportunities
- The College's publicity materials present appropriate positive and non-stereotypical messages about gender
- Appropriate training and development is provided to support the appreciation and understanding of diversity

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## **Staff are responsible for ensuring that:**

- They are aware of the College's statutory duties in relation to all legislation
- Their schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of equality
- They challenge prejudiced and discriminatory behaviour by learners, work placement providers, outside contractors or other members of staff whenever practicable
- The College and each of its individual staff confront sexism, whether witting or unwitting, whenever it occurs

## **How GES fits in with other important documents such as Equality Opportunity Policy, SAR's and Development Plans**

The approach to gender equality accords with the College Equal Opportunities Policy which states that 'everyone working or studying at the College should be valued equally, regardless of class, race, religion, colour, disability, sexual orientation, age or gender.' We will ensure that the commitment to gender equality is embedded in departmental SAR's and in the College Development Plan.

## **Carrying out impact assessments**

As part of the GES all relevant College policies, procedures, plans and practices will be assessed for their impact on gender.

The purpose is to ensure that our decisions and activities do not have a negative effect on gender equality and also to identify opportunities to actively promote equality.

All policies to be screened by SMT for potential impact on staff and students. As part of this process all policies will be screened to assess whether men and women have different needs, experiences, concerns or priorities, relating to the issues addressed in the policy. If so, whether the policy will disadvantage only women or men. Where a negative impact is identified, steps need to be taken to modify the policy.

There already exists a timetable for reviewing all policies (some annually, some tri- annually). The policies will be discussed for approval or revision as appropriate. All policies are taken forward to the Corporation.

All new policies and procedures will include an impact assessment from the point of inception and will be designed with the requirements of gender in mind from the start.

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## Gathering information

The monitoring process will be used to ensure that male and female staff and students are treated equally.

To inform the setting of targets and the measurement of progress in achieving them, the College currently collects and analyses the following information about gender:

- Staffing
- New appointments
- Gender of student applicants
- Gender of enrolled students
- Achievement of each cohort analysed by gender
- Value added achievement of each cohort analysed by gender
- Department analysis of achievement by gender

The scheme and accompanying Action Plan will be available at College reception and on the College web-site.

## Monitoring and evaluation

To embed gender equality within planning processes, reviews of action plan and GES will form part of the overall organisational strategic planning, quality assurance planning and review processes.

The appropriateness and effectiveness of the GES will be reviewed annually by the Policy, Standards and Governance Committee of the Corporation.

<b>Staff responsible</b>	<b>Last update</b>	<b>Review date</b>
VMH	March 2010	November 2011