

# **Bilborough College**

**GENDER  
EQUALITY SCHEME  
2006-2009**

## **2006-2009 Gender Equality Scheme**

Bilborough College celebrates and values the diversity brought to its community by all individuals.

Bilborough College has a detailed and comprehensive Equality and Diversity Policy which is supported by the Gender Equality Scheme.

We aim to show our commitment to gender equality through a variety of activities at every level of college life. We will seek to provide access to the full range of curriculum and enrichment activities to all students. The college will treat all members of its community with respect and dignity and seek to provide a positive working environment free from discrimination.

Bilborough College's commitment to its Gender Equality Scheme is outlined in the following pages. It is a working document which seeks to eliminate all barriers to exclusivity.

Bilborough College welcomes the views of all staff, students and stakeholders and encourages active participation in all aspects of its equality and diversity programme

## 1.0 Introduction and current position

- 1.1 The college's Gender Equality Scheme sets out our gender equality objectives for staff, students and other stakeholders.

The college has started Impact Assessments on its policies and practices with reference to gender equality

The college has established an Equality & Diversity User Group with staff and is planning to establish a student User Group in the near future. Both groups will meet at least annually.

- 1.2 Staff and student profile

45% of the student population is male and 55% is female

38% of the total staff population is male and 62% is female and out of this:

- 47% of the teaching staff population is male and 53% of the teaching staff population is female.
- 23% of support staff is male and 77% of support staff is female

- 1.3 The college celebrates and values the diversity brought by individuals to the institution. It believes that the college will benefit from promoting gender and sexual equality in both the staff and student population.

The college is committed to equality of opportunity regardless of gender, sexual orientation or gender reassignment. The college will treat all its members with respect and dignity and seek to provide a positive working environment free from gender discrimination, harassment or victimisation.

The college has in place policies and procedures to address harassment. The college seeks to eliminate prejudice and discrimination whether direct or indirect and will seek to ensure all its members have equal access to the full range of college facilities and opportunities. Where information is divulged in confidence every attempt will be made to respect this whilst still providing the best possible support for the individual

- 1.4 To help promote and celebrate gender and sexual diversity a programme of whole college events has been drawn up.

- 1.5 All college delivery plans are reviewed termly and for 2006-07 the development plans listed below will address gender equality as follows:

The Quality Improvement Development Plan will ensure that the quality of provision for all staff and students in respect of gender and sexual diversity is monitored and issues identified will be actioned and reviewed at a later date. A schedule of research has been drawn up which will be proactive in achieving the above objectives

The Equality & Diversity Development Plan takes into account all aspects of the college's remit in respect of gender equality for both staff and students and other stakeholders. Equality and diversity training and staff development is one of the college's priorities.

The college's SAR identifies the whole college progress on Every Child Matters which takes account of issues of equality and diversity.

The college is currently developing the Strategic Plan for 2008-11 and has at the heart of its philosophy and ethos the promotion of equality and diversity through the student charter and code of conduct.

## 2.0 Gender equality vision, values and principles

- 2.1 Bilborough College's Mission Statement is *to offer academic excellence and to nurture personal development in a supportive environment* to serious and committed students.

Within the framework of this mission statement the college seeks to provide a full range of curriculum and extra curricular activities to all students.

The college warmly welcomes applications from all students irrespective of gender and sexual orientation and will actively seek to meet the needs of these students.

- 2.2 The college seeks to be proactive in fostering a culture that values all individuals and promotes respect for difference and diversity and the recognition of how difference and diversity will enrich the community

### **3.0 Actively engaging with stakeholders**

- 3.1 The college will seek to ensure that male and females from all groups feel effectively engaged in decision and policy making around issues that have a direct effect on them.
  
- 3.2 A schedule for consultation and active engagement with staff, students and other stakeholders has been drawn up and this forms the first section of the college's Equality & Diversity Action Plan

## **4.0 Leadership, Management and Strategies for Implementation of the Gender Equality Scheme**

- 4.1 The Gender Equality Scheme has the full support and commitment of senior staff in college. Through Inset events and steering groups all senior staff at both curriculum and support level have been involved in the development of the college's Gender Equality Scheme.

The Staff Development Programme and inset will be the vehicle used to promote gender equality through training and sharing of best practice.

- 4.2 Equality & Diversity Inset for both curriculum and support staff will enable all staff to actively engage with the development and promotion of the college's Gender Equality Scheme.

- 4.3 Promoting equality and diversity is a core part of the role of every member of staff, however the overarching responsibilities have been identified as follows:

The Governors will be responsible for overseeing the college's progress towards its equality and diversity objectives.

The Standards Committee will monitor the achievement of objectives related to students .

The Principalship will carry overall strategic responsibility for driving and monitoring policy review.

## **5.0 Carrying out impact assessments to gather information**

5.0 The first step to be undertaken is a mapping exercise of all college policies and procedures and the personnel responsible.

5.1 The college has prioritised the policies and procedures which directly affect students, staff and other stakeholders to be assessed over the next 3 years in the light of Gender Equality Scheme.

5.2 A three year timeline will be drawn up to carry out Impact Assessments in order to inform policy review.

This process will be embedded through mapping and checking that all policies address gender equality to ensure educational opportunities are available to all students and the achievements of all learners are reviewed and evaluated.

5.3 The college is prioritising the collection of the following student based information in relation to gender- applications, enrolment to college and on course, retention, achievement and destination. This will be cross referenced with data on ethnicity, disability and other categories to inform action planning

## **6.0 Putting the scheme into practice, Monitoring and Evaluation**

- 6.1 The Gender Equality Scheme is published on the website and cross reference is made to the Gender Equality Scheme in the Prospectus, Student and Staff Handbooks.
- 6.2 The scheme will be monitored and its objectives reviewed on an annual basis
- 6.3 An Equality & Diversity Report will be published annually summarising the actions that have been taken to implement the Gender Equality Scheme's objectives and this will be published on the college's website and will be submitted annually to the appropriate committees.

## **7.0 Action Plan**

- 7.1 An action plan detailing broad priorities and proposed impact assessments in relation to gender and sexual orientation will be drawn up. This will become an integral part of the college's Equality and Diversity Delivery Plan.