



MORLEY COLLEGE DISABILITY & DIVERSITY SCHEME

GENDER EQUALITY POLICY

6 June 2009

Morley College Equality and Diversity Scheme

Gender Equality Policy

1 Context

Morley College is working actively to create a supportive and inclusive environment for both women and men which will enable full participation and access in learning and employment. We undertake to actively combat discrimination in every area of College life. Morley College will not allow sexual harassment or unfavourable treatment in any form.

In the Sex Discrimination Act (1975) amended in 2008, unlawful discrimination is defined as:

- Direct and indirect discrimination on grounds of sex.
- Discrimination on the grounds of pregnancy and maternity leave.
- Discrimination on the grounds of gender reassignment (gender reassignment regulations 1999).
- Direct and indirect discrimination against married persons and civil partners.
- Victimisation.
- Harassment and sexual harassment.

We recognise that people are often treated unfairly in terms of education, training and employment because of their gender. The College's aim is to eradicate discrimination on the grounds of gender and to promote equality of opportunity for all.

The relevant equalities legislation is listed in the "equality & diversity framework" Morley College 2008.

2 Morley College Gender Equality Policy

2.1 Equality Act 2006: Gender Equality Duty

The general gender equality duty is to:

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

The College also has specific duties to:

- Prepare and publish a Gender Equality Scheme.
- Address the causes of any unequal pay for male and female staff related to their sex.
- Set out actions it has taken or intends to take to gather information on the effect of its policies on men and women and in particular the extent to which they promote equality between male and female staff.

Additional information related to the impact of gender is available in Appendix 1

2.2 Scope of the Policy

This policy applies to all students and staff (including agency staff and governors), academic and business support staff employed by the College, temporary staff and volunteers.

3 Responsibilities

3.1 The Principal is the designated officer with executive responsibility for managing Equalities.

3.2 Governors are responsible for ensuring that:

- Governors play a significant role in implementing and monitoring this policy.
- The College's strategic plan includes a commitment to gender equality.
- They are aware of the Governing Body's statutory responsibilities in relation to gender legislation.
- They receive and respond to gender monitoring information on learners and staff.
- All relevant college policies measure their impact upon genders.
- Appropriate policies are in place to support gender equality e.g. a work life balance policy

3.3 The Executive is responsible for ensuring that:

- The College's Strategic Plan includes a commitment to gender equality and includes references to how the College will promote this.
- All relevant College Policies are assessed to ensure that their implementation will promote equality of opportunity.
- The procedures for the recruitment and promotion of staff promote good practice in equal opportunities.
- The impact of our actions to promote gender equality is measured and its effectiveness assessed.
- Appropriate policies are in place to support gender equality e.g. a work life balance policy.
- Appropriate actions are taken to strengthen gender equality, such as an increase in childcare provision if possible.

3.4 Staff are responsible for ensuring that:

- They are aware of the College's duties in relation to gender legislation.
- Their participation in courses demonstrates sensitivity to gender issues.
- They challenge inappropriate behaviour by fellow students, volunteers or members of staff.

3.5 The Human Resources department is responsible for ensuring that:

- Impact assessment screening of existing staffing policies to ensure they are free from gender bias of discrimination and reflect up to date legislation.
- Appropriate additional policies are formulated and presented to the E&D steering group to support gender equality e.g. a sustainable work life balance policy
- A protocol is established to support transsexual staff, and ensure that they are not discriminated against in any way.
- The impact of relevant policies and adjustments are monitored as part of the annual appraisal scheme.
- Information and training concerning gender issues are delivered to all staff and governors.

4 Review and Monitoring of the Policy and Procedures

- Progress against objectives will be monitored by the Equality & Diversity group and through self assessment and the college review processes. This progress will be reported to the governing body on a yearly basis.
- The scheme will be reviewed in full on a three-year cycle. However, we will undertake an interim annual review, in particular in relation to our action plan. We will publish an annual report of progress against objectives. Departmental reviews will contribute to this process

5 Meeting our duties

The College will seek to ensure that:

- Governors, staff, students and associate organisations (such as community providers) are aware of its gender equality policy and the action needed for its implementation and are proactive in taking this agenda forward.
- Governors, staff, students and associate organisations are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy.
- Governors and staff have access to information that assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.
- The College's publicity materials present appropriate and positive gender messages.
- Schemes of work, course content and learning resources demonstrate sensitivity to gender issues.
- All policies and procedures are non-discriminatory, and that monitoring and positive action processes are regularly reviewed and monitored.

6. Monitoring Progress

6.1 For students

- Gender data
- Retention and achievement rates
- Disciplinary action
- Complaints by students or their sponsors
- Student surveys

6.2 For staff

- Data on staff gender by grade/salary scales and type of work
- Job application rates
- Selection success rates
- Disciplinary/capability proceedings
- Grievances
- Exit surveys

7 Publicising Our Policy and Progress

7.1 To the public and stakeholders

- Our commitment to gender equality will be displayed in various areas of the College.
- The policy and action plan will be available on the College internet.

- A summary of the results of our monitoring information will be included on the college's internet.

7.2 To students

- Our commitment to gender equality will be displayed in various areas of the College.
- The policy and action plan will be available on the College internet.
- Copies of the policy will be available for reference in the library.
- A summary of the "Equality Framework" will be included in equality newsletters and College Diversity Events

7.3 To staff

- A programme of equalities training will be included as part of staff development.
- The policy and action plan will be available on the College internet.
- The induction programme will highlight the College's commitment to gender equality, action to be taken by learners who suffer discrimination and the action to be taken against any perpetrators of discrimination.
- A summary of the results of our monitoring information will be included in the college's internet.

8 Consultation and involvement of Students and Staff

8.1 Staff

- Equalities item in staff newsletters.
- Appropriate staff forums and meetings.

8.2 Students

- Regular equalities newsletters
- Student forum
- Included in meetings of student organisations e.g. SEC
- Equalities area of moodle (virtual learning environment).

9 Equality Impact Assessments

- New and existing policies, strategies and institutional developments will be screened for possible impact. A format for this is included with the Core Equalities Action plan.
- In the event of a significant risk to any group covered by equalities legislation a full assessment will be carried out.

Appendix 1

Research information

A number of pieces of research are available on the gendered patterns of employment, most of which focuses on the impact of childbirth. As background, some key findings from this have been summarised below.

- A partnered mother is 45% less likely to work than a partnered father. (*Fairness and Freedom: the final report of the Equalities Review. Communities and Local Government Publications February 2007.*)
- 42% of women work part time and 57% make use of some flexible approach to working. (*Facts about men and women, 2006. Equal Opportunities, 2006*)
- Changes in workplace culture could have a huge impact on a father's ability to balance work and family responsibilities – in particular a culture where fathers can openly discuss family commitments and leave early if necessary. The main obstacle to a shift in attitude was perceived to be the accepted notion that working long hours demonstrates commitment to the organisation. (*Career interruptions and labour market outcomes. Working paper series 45. Geraint Johns, Lancaster University, Equal Opportunities Commission 2006*)