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This policy and its associated Notes, Procedures and Action Plan are available in a range of accessible formats on request from HR Department.

GENDER EQUALITY POLICY

This policy is applicable to staff and students and to others working with the College.

The policy is supplemented by Notes, Procedures and Action Plan which are also available on notice boards, the staff intranet and via Blackboard.

Aim

The College is committed to a Policy of Gender Equality. The aim of the Policy is to ensure that men, women, transgender and transsexual persons receive fair and equal treatment.

The College aims to provide a service that, in its teaching, employment, administration and support actively strives to:

- Eliminate unlawful gender discrimination.
- Promote equality of opportunity between men, women, transgender and transsexual persons.
- Ensure that all employment and support requirements connected with pregnancy, care for children and family life are given the closest scrutiny to ensure fairness for all.

Targets

The college is working towards the following targets:

- surveying the views of all men, women, transgender and transsexual persons at the college and acting on those views wherever possible.

- updating the recruitment and selection policy and procedures to reflect good practice and legal requirements by ensuring that systems are in place to attract a diverse pool of candidates.
- collecting detailed gender monitoring data and displaying the details on the college website.
- setting up a staff training and awareness programme for the gender equality duty.
- consulting with those who are expecting or have children or family responsibilities to ensure that college policies and procedures are fair to them and colleagues who do not share their responsibilities.
- ensuring that the pay system of the college is fair to all.
- ensuring that managers have access to their departmental gender monitoring data and understand how to monitor their departmental statistics and relay concerns to the HR Department.

Programme

A detailed programme to ensure fairness in gender matters - by the HR Department and the Equality & Diversity Committee - can be seen on notice boards, the staff intranet and via 'Blackboard'.