

Gender Equality Policy

1. Policy Statement

The College is committed in its roles as an employer, education/service provider and contractor of services to work to eliminate discrimination on the grounds of gender and transgender in its structures, employment practices and the curriculum content. It is also committed to encouraging change in individual behaviour and attitudes and ensuring equality and opportunity in gender related matters.

College celebrates and values the diversity brought to its workforce by individuals, and believes that the College will benefit from employing both women and men at all levels of responsibility, and across all areas of work, thus hoping to provide role models for both female and male students in whatever area of the curriculum they are interested in. The College will treat all employees with respect and dignity, and seek to provide a positive working environment free from sex discrimination, harassment or victimisation.

College will seek not only to eliminate sex discrimination, but also to create a working environment based on good relations between women and men. To this end, the College undertakes to provide diverse, non-stereotypical images of women and men in any material which it produces for students and staff. The aim is to create a positive inclusive ethos where issues of gender discrimination and stereotyping can be discussed openly, with a shared commitment to challenging and preventing sexism and sex discrimination, to respecting diversity and difference, and to encouraging good relations between women and men.

College will also seek to eliminate unlawful harassment and promote equality of opportunity for employees who intend to undergo, are undergoing or have undergone gender reassignment.

The College celebrates the diversity of its students and is committed to ensuring students will be treated fairly and without gender bias in all processes associated with initial advice and guidance, marketing, and access to the curriculum.

The College will ensure that gender equality will be embedded into teaching and learning and the curriculum. Students will be treated without gender bias in all processes involving tutorial and careers education, support, guidance and discipline.

2. Scope

This Policy applies to the whole College, including students, Governors, staff, work placement providers and visitors and works in conjunction with the College Single Equality Scheme.

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- **Governors** are responsible for ensuring that the College complies with the Employment Equality Act and for approving and reviewing the Gender Equality Policy and monitoring its implementation.
- **The Principal** is responsible for giving a consistent and high-profile lead on gender equality issues, promoting the Gender Equality Policy inside and outside the institution and making sure the Gender Equality Policy is followed.
- **The Equality and Diversity Committees** are responsible for the monitoring and review of the Gender Equality Policy and for evaluating its effectiveness. This Committee will include actions related to Gender Equality in the Single Equality Action Plan. The Plan will incorporate actions and targets for continuous improvement in achieving equality. The Committee is also responsible for the systematic monitoring of the performance indicators included in the Plan.
- **The Human Resources Department** is responsible for the monitoring and implementation of all aspects of this Policy relating to the employment of staff. This includes the monitoring of fair selection processes and their impact on the staff profile of the College at all levels. A Single Equality Action Plan will be produced which will set targets for improvements in the staff profiles. This will include targeted actions.
- **Managers** are responsible for putting the Policy and its strategies and processes into practice, making sure that all staff know their responsibilities, and receive support and training in carrying these out, following the relevant processes and taking action against staff or students who discriminate for reasons of gender or transgender.
- **All staff** are responsible for ensuring that they are able to recognise gender bias and stereotyping, and to challenge or report it if they witness it, promoting gender equality and good relations, ensuring that they do not discriminate against anyone because of gender or trans gender and taking up training and development opportunities to keep up to date with the legislation on gender and trans gender.
- **Students** are responsible for ensuring that they do not discriminate against anyone because of gender and trans gender, ensuring that they are able to recognise gender bias and stereotyping, and to challenge or report it if they witness it.

3. Reference

The College will fulfil its duties under :

The Sex Discrimination Act 1975 as amended by the Equality Act 2006
The Equal Pay Act 1970
The European Equal Treatment Directive (75/207) and other relevant legislation.

The Equality Act 2006 inserted the general Gender Equality Duty into section 76A of the Sex Discrimination Act 1975, which applies to all public authorities in England and Wales. Colleges are also covered by the specific duties

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imposed by the Sex Discrimination Act 1975 (Public Authorities) (Statutory Duties) Order 2006.

The College recognises that the Gender Equality Duty (as introduced by the Equality Act 2006) requires a pro-active approach to mainstreaming gender equality into all decisions and activities.

The College undertakes to fulfil all the legal duties put upon it by:

- The Sex Discrimination Act 1975 as amended by the Equality Act 2006 and The Equal Treatment Directive (75/117), (i.e. there will be no discrimination against staff, either directly or indirectly on grounds of sex or marital or family status in access to employment, training, working conditions, treatment at work, promotion or dismissal).
- The Equal Pay Act 1970 and The Equal Pay Directive (75/117) (see The Equal Pay Policy for more details).
- The College also undertakes to adhere to the Gender Equality Duty Code of Practice, the Education-specific Code of Practice and the Code of practice on Equal Pay produced by the Equal Opportunities Commission.

The College agrees that there are two requirements to the “general duty” or “gender equality duty” (GED). 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.

In line with the “specific duties” required under the Sex Discrimination Act 1975 (Public Authorities) (Statutory Duties) Order 2006, The College agrees to:

- Prepare and publish a Gender Equality Policy
- Consult employees, students and others (including trade unions)
 - Take into account any information it has gathered or considers relevant
 - Consider the need to have objectives to address the causes of any gender pay gap
- Ensure that the Policy sets out the actions the College has taken or intends to take to:
 - Gather information on the effect of its policies and practices on men and women
 - Use the information to review the implementation of Policy objectives
 - Assess the impact of its current and future policies and practices on gender equality
 - Consult relevant employees, students and others (including trade unions)

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- Ensure implementation of the Policy objectives.

The College recognises that there must be 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 the grounds of sex
- Discrimination on the grounds of pregnancy and maternity leave
- Discrimination on the grounds of gender reassignment
- Direct and indirect discrimination against married persons and civil partners
- Victimisation
- Harassment and sexual harassment.

The Sex Discrimination (Gender Reassignment) Regulations 1999

The Gender Recognition Act (2004)

The College will not discriminate against anyone in employment who:

- Is preparing to undergo gender reassignment
- Is currently undergoing gender reassignment
- Has already undergone gender reassignment.

The College understands that transsexual people have:

- The same rights and responsibilities associated with their gender
- Can marry a person of the opposite gender
- Are eligible for the state retirement pension as applied to the new gender
- Can apply for a new birth certificate in their acquired name and gender.

The legislation applies to anyone with gender dysphoria.

4. Documentation

The full Policy will be published through:

- the Corporate Manual on the College intranet
- staff induction materials
- on request through Student Services/HR
- summarised versions will be made available to students, e.g. through the Learner Handbook.

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5. Monitoring and Review

The College will:

- review the Gender Equality Policy in conjunction with the Single Equality Scheme in 2011
- review the external and internal EDIMS annually through the Equality and Diversity Impact Assessment
- consult staff and students and external agencies as part of the Policy Review
- provide mandatory staff training on equal opportunities issues, including age equality; offer the same training to Governors or organise separate training.

Responsibility for review: Jill Taylor
Strategic Director (Vice
Principal) – Quality and
Learner Services)

Review Date: **October 2011**

Endorsed by: Peter Crompton
Principal and Chief Executive

..... David Millington
Chair of the Corporation