



# **Langdon College**

## **Gender Equality Scheme**

### **2007 - 2010**

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The Principal on 0161 740 5900

# Equality Act 2006

**The legislation outlines both a General Duty and Specific Duties.**

## **The General Duty**

The General Duty requires that Langdon College, a publicly funded body in carrying out its functions should:

- Eliminate unlawful discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act
- Take active steps to promote equality of opportunity between men and women when carrying out their functions and activities

## **General Statement**

At Langdon College, we are committed to ensuring equality of education and opportunity for staff, students and all those receiving services from the College, irrespective of gender. The achievement of all students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our students with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against students and staff by adhering to our duties as an employer under the legislation.

At Langdon College, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **The Specific Duties**

In addition, Langdon College is required to comply with the Specific Duties which are:

- To produce and publish a Gender Equality Scheme (GES) identifying Gender Equality goals and actions to meet those goals
- To consult with employees and stakeholders in the development of the GES
- To monitor and review progress. Langdon College reviews the Scheme every three years
- To publish an annual report on progress with the Action Plan
- To develop and publish an equal pay policy including measures to address promotion, personal development and occupational segregation
- To conduct and publish gender impact assessments of all legislation and major policy developments and publish criteria for conducting such assessments

The Act also makes provisions on prohibiting discrimination on the grounds of sexual orientation in employment and the provision of goods, services,

facilities, education, use and disposal of premises and the exercise of public functions.

This policy is to be read in conjunction the College's Equality & Diversity Policy, SENDA and Disability Equality Scheme.

Langdon College collects information on gender with regards to both students and staff, which is used to improve the provision of services.

Student achievement is based on the progress made in their individual learning programme and is not specifically monitored by gender. However general trends or patterns in the data will be monitored. If required additional action will be taken.

Students of both sexes are encouraged to participate in College life, which is shown through representation in College events such as Student Forum, hospitality and community activities.

Students of both sexes are given the same opportunities to participate in physical activity, both in and outside of College hours.

Bullying and harassment of students is monitored and information gained is used to make a difference.

All stereotypes in terms of gender will be actively challenged in both the classroom environment and in community activities. Being a 'faith' College certain parameters may apply.

All students are encouraged to consider career paths/occupations that are appropriate to their interests and abilities.

Langdon College will make the environment as accessible and welcoming as possible to visitors of both sexes e.g. accessible to wheelchairs. All open evenings and other events to which parents or carers attend will be held in an accessible part of the College.

The Governing Body is representative of the students, staff and local community that they serve.

### **Employer duties-**

Langdon College will continue to work to ensure that discrimination and harassment in our employment practice is eliminated and actively promote gender equality within our workforce.

Langdon College will continue to consider gender aspects when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Langdon College will continue to monitor bullying and harassment of staff and where this occurs the information will be used to make a difference.

The EOC Code of Practice on the Duty lists key employment issues that are usually the most common ones to be considered, these include:

- Recruitment
- Managing flexible working
- Managing parental and carers leave
- Managing pregnancy and return from maternity leave
- Sexual and sexist harassment
- Transsexual staff
- Grievance and disciplinary procedures
- Equal Pay
- Work based training opportunities

Langdon College's Employee Handbook and the individual policies in place address these issues.

While it is a specific requirement of the duty that an equal pay policy is developed, it is noted that the College's existing practise to pay for the job to which a person is appointed is based on the Equal Pay Act and the Sex Discrimination Act.

## **Equality Impact Assessment**

Langdon College takes active steps to promote equality of opportunity between men and women when carrying out their functions and activities and ensures through its current policies and practices (which are reviewed annually) that discrimination against either sex does not lead to gender inequality.

To meet the Duty, Langdon College will carry out gender impact assessments the details and criteria of which will be published. We will:

- Identify the aims of the policy or practice
- Collect evidence on the impact of policies on both sexes
- When new policies are being developed, assess their likely consequences for both sexes
- Alter or amend proposed policies so that they promote gender equality and eliminate discrimination
- Resource those changes appropriately

## **Monitoring**

To meet the Gender Equality Duty, Langdon College will monitor aspects of college life to identify whether there is an adverse impact on the students and staff. The following will be monitored:

- Achievement of students by gender
- Staff satisfaction levels by gender
- Distribution of staff pay scales

## **Involvement and consultation**

Langdon College has consulted with students, staff, trade unions and service users in the development of our Gender Equality Scheme by:

Consultation with students / staff / trade unions /parents to determine their priorities for the College with regards to gender equality over the next three years is via:

- Focus tutor groups
- Surveys and Questionnaires
- Feedback slips
- Reviews and general Drop-in sessions

Below is a general sample of questions (this is not exhaustive) Langdon College uses to obtain the views of students, staff, governors and parents.

- Do you feel that male and female students have equal access to sport?
- Do you feel that male and female students have equal opportunities to participate in College life?
- Do you feel that the staffing body is representative of the College population and the community it serves?
- Do you feel that the College is challenging gender stereotypes e.g. in the curriculum, with career advice, and in College life in general?

## **Making things happen**

In order to ensure that action is taken to meet the Gender Equality Duty, Langdon College has drawn up an action plan, which outlines how the requirements of the Gender Equality Duty will be met. This action plan has been shaped in consultation with students, staff, parents, and all those that we provide a service to as previously outlined.

Signed:

Date:

Next Review: March 2010