



COLEG MORGANNWG GENDER EQUALITY SCHEME 2007-2010

Produced by: - Head of Learner Services

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| Approved by: - | Strategic Management Team | 17/09/07 | Minute 1268 |
| | Equal Opportunities Group | 04/10/07 | Minute 94 |
| | Employment Committee | 05/10/07 | Minute 352 |
| | Curriculum and Quality Committee | 14/11/07 | Minute 193 |

Review: - September 2010

Coleg Morgannwg Gender Equality Scheme 2007-10

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1. Introduction

Coleg Morgannwg is one of the largest Further Education Colleges in Wales. The College mainly serves the geographical area of Rhondda Cynon Taf.

The College attracts learners from a wide variety of backgrounds delivering a broad curriculum choice. Learners study primarily at five substantial campuses with others studying in community based centres.

The College strives to ensure that all staff, learners and people who have contact with the Corporation are treated with equality and fairness. The College's commitment to equality of opportunity, both as an employer, and as a service provider is set out in its equal opportunity policy.

The Equalities Act of 2006 amends the Sex Discrimination Act to place a statutory duty on all public authorities to produce and maintain a Gender Equality Scheme (GES). The College has a record of responding positively in the field of equal opportunity and this document is a positive response to the specific duty to produce a scheme.

The Scheme aims to assess the impact of current practices by consulting with key stakeholders. The impact is then assessed and a 3 yearly action plan produced to address key issues.

2. Statement of how people have been involved in developing the scheme

The College undertook to consult with key stakeholders prior to developing its GES. The following summarises the action taken:

- a. The Gender Equality Development Group developed a process for consulting stakeholders in March 2007
- b. All staff were sent an email on 26 February 2007 inviting involvement in developing the scheme;
- c. Views of the Equal Opportunity Group were gathered on 1 March 2007 and
- d. The Learner Services Officer met with the College Student Parliament during March to seek input to the scheme's development.
- e. The Assistant HR Manager discussed the scheme with the Recognised Unions during March to seek input to the scheme's development.

3. Summary of findings from information gathering.

Annexe A is a summary of the comments received from the consultation process. It is noted that there was a low response to those contacted.

4. The action plan (steps Coleg Morgannwg will take to comply with general duty)

When carrying out their functions public authorities must have due regard to the need to:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity between men and women;

The College Action plan responds to the need to meet the general duties stated above. See Annexe B for the College action plan.

5. Arrangements for gathering information about performance of Coleg Morgannwg on gender equality

The College Equal Opportunities Committee meets regularly and discuss performance indicators relating to equality. An annual equal opportunities report reviews quantitative and qualitative performance indicators relating to staff and learners. Gender is a standing item for discussion in all cases.

Learner recruitment and retention information is gathered as well as feedback from learner questionnaires and complaint systems. It is hoped that performance indicators relating to attainment will be developed during the life of the current gender equality action plan.

Staff statistics are collected during recruitment and via an annual staff return for DELLS and these form the basis for analysis and discussion. The College equality group receives this data as do the College Corporation.

6. Arrangements for assessing the impact of the activities of Coleg Morgannwg on gender equality.

The College considers the impact of its strategies when developing its institutional plans. The equal opportunities committee has a specific remit to monitor the impact of what it does on gender equality. The equal opportunity committee produces an annual report which is considered by the Strategic Management Team (SMT) and Corporation Board. Policies and plans are subjected to equality impact assessment under a process introduced mid 2007.

7. Details of how Coleg Morgannwg is going to use the information gathered, in particular in reviewing the effectiveness of its action plan and preparing subsequent schemes.

The Equal opportunities committee and SMT will review progress on the action plan termly. There will be a root and branch review of the plan on a three yearly basis. At each review point the action plan could be amended to ensure that the plan remains current and valid.

Annexe A – Summary of feedback from Consultation.

| Respondent | Good/outstanding features? | Ways the College could improve | Other comments |
|-------------------------------|---|--|---|
| Equal Opportunities Committee | | | The committee discussed the scheme and were in support of the process and draft document. |
| Unions | | Union representatives felt it important to analyse staff across salary bands | |
| Email to all Staff | | | No feedback received or interest shown in taking part in the process. |
| Student Parliament | Learners reported that they were impressed by how inclusive the college is and felt the diverse nature of the learner population was part of their education. | | |

Coleg Morgannwg – Gender Equality Action Plan

Specific actions to be undertaken

1. Actions to eliminate equality related harassment;

- 1.1 All staff to receive equality awareness training that will include gender equality
- 1.2 Include Gender Equality awareness in all staff induction programmes
- 1.3 Include Gender Equality awareness in all learner induction programmes
- 1.4 Ensure Equality Impact Assessments are undertaken and reviewed.

2. Promote equality of opportunity between men and women;

- 2.1 Ensure student parliaments include representatives of both sexes.
- 2.2 Promote a gender balance on the Equality Group
- 2.3 Publish the GES
- 2.4 Monitor Salaries by gender
- 2.5 Monitor staff and learner Grievances / Disciplinary by Gender

3. Report on progress against action plan every year

- 3.1 Gather and analyse statistics on Recruitment and Selection / Staff Development
- 3.1 Gender Equality Group to review action plan progress termly
- 3.2 Produce annual progress report for the Corporation

4. Review and revise scheme every 3 years

- 4.1 Produce revised scheme for the Corporation's approval