

Lewisham College - Equality and Diversity Action Plan 2009-10

GENDER/TRANSGENDER

Lewisham College welcomes people of both genders at all levels in all college departments and curriculum areas. We will remove barriers and actively encourage inclusive participation in traditionally gender specific job roles, job levels and curriculum areas and levels.

Lewisham College will be a place where people will be encouraged to follow their chosen career or learning pathway regardless of gender. We will not tolerate gender based harassment/transphobia and seek to build an environment where respect is practised and valued by all.

We will further consult with staff and students to ensure that gender barriers are removed and develop a culture of respect for self and others regardless of trans/gender.

Champion: Simone Davies			
Priorities for 2009/12	Action Plan 2009/10	By when	By whom
Learner recruitment that actively encourages students to access careers of their choice regardless of traditional gender under representation. IMPACT Increased number of applications from men and women across all curriculum areas. Reduced gender imbalance in targeted curriculum areas	Use learner data to identify curriculum areas where there is a significant gender imbalance	Dec 09	DoCS /Champion
	Establish Gender Forum of staff and students to explore gender imbalances and discrimination	Dec 09	Champion
	Identify and work with appropriate external agencies e.g. the sector skills councils and employers for curriculum areas with significant gender imbalance to identify promotional activity to redress the imbalance	Jan 10	Gender Forum
	Develop and implement a targeted marketing campaign, highlighting the career opportunities and using appropriate success profiles to encourage men or women to apply for courses where they are significantly under-represented	Jan10	Gender Forum/Mkt g/ IAG staff/ Connexions

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<p>A well-developed curriculum that positively reflects different gender contributions in the workplace and promotes them equally and effectively.</p> <p>IMPACT Successful progression by male and female learners onto a range positive career and employment opportunities which reflect their desires, needs and career aspirations</p>	<p>Include gender analysis (retention/achievement/success) and reporting in MOT and curriculum planning processes</p> <p>Undertake audit of the curriculum to ensure that it is balanced and meets the needs of all genders</p>	<p>Dec 09</p>	<p>DOCs/HOS with DPPICS/ED Student Success</p>
<p>Facilities that enhance and support the experience of men and women equally in using the college's services or as college employees.</p> <p>IMPACT A college environment where staff and students of any gender are welcome, feel comfortable and are able to actively and openly participate and progress to achieve their goals</p>	<p>Survey of students and staff to identify any differences in experience of college by gender</p> <p>Develop action plan to address and aspects of the college experience where staff or students feel disadvantaged because of their gender</p>	<p>Jan 10</p> <p>Feb 10</p>	<p>Gender Forum</p> <p>Gender</p>
<p>A fully developed approach to equality in employment and career progression based on secure evidence relating to pay, opportunities, role and position across both genders and with due regard to physiological differences</p> <p>IMPACT A diverse, balanced workforce where all staff feel that there is gender equality and fairness in relation to employment and development opportunities</p>	<p>Review all staff policies to check that there are none which disadvantage s</p> <p>Undertake Equal Pay Audit</p> <p>Analyse staff gender profile by role and position within the organisation and identify any inequalities</p> <p>Develop Talent Management Strategy which incorporates actions to address gender inequality within career progression opportunities within the College</p> <p>Devise action plan to address inequalities and present to EDSG</p> <p>Implement agreed action plan</p>	<p>Feb 10 onwards</p> <p>Feb 10</p> <p>Feb 10</p> <p>March 10</p> <p>March 10</p> <p>March 10</p>	<p>HR</p> <p>HR</p> <p>Gender Forum</p> <p>Talent Mgt group</p> <p>Gender Forum</p>