

**City of Wolverhampton College
Gender Equality Action Plan 2008/2009**

Item Number	Objectives	Actions	Measurable Outcomes	Timescales and Milestones	Responsibility for Actions	Lead Responsibility (SMT)	Monitoring Reporting
1	Achieve balanced staff gender profile	Collect and monitor data and assess where there are gender inequalities.	Increase female representation in Construction and male representation in Early Years Equal number of female managers to male across college (50% male, 50% female)	July 2009	Diversity Manager	Vice Principal – Staff and Customers	Equality and Diversity Group meeting – spring and summer term 2009
2	Achieve balanced student profile on courses	Collect and monitor data and assess where there are gender inequalities in success rates of learners. Faculty improvement plans to address gender inequality issues Research experience of female Bangladeshi students to establish low enrolment	Success rates of male and female learners to be at or above sector national benchmarks	Spring term 2009	All Faculty Directors	Vice Principal – Quality	Equality and Diversity Group Summer term 2009
3	Promote positive experience and attitudes through planned cultural change	Review of Pacific Institute staff cultural survey responses by gender to be undertaken	Report outlining key points of survey	August 2008	Equality and Diversity Advisor	Vice Principal – Staff and Customers	Equality and Diversity Group – winter term 2008

4	To promote Scheme and cultural ethos to all college stakeholders including employers and partners	Director of Employer Engagement to develop strategy			Director of Employer Engagement Equality and Diversity Advisor	Vice Principal – Corporate Development and External Relations	
5	To ensure there are no gender barriers to learners wishing to enrol	Review of Construction and Early Years admissions procedures	Report of admissions procedures findings	December 2008	Equality and Diversity Advisor	Vice Principal - Quality	Equality and Diversity Group Spring term 2009
6	Policies and procedures comply with gender legislation	Impact assess all college policies and procedures and amend where necessary to include gender equality.	Make amendments to policies and procedures if required.	Spring Term 2009	Equality and Diversity Manager	Vice Principal – Staff and Customers	Quality Improvement Group – Summer term 2009
7	Curriculum resources promote positive attitudes towards gender equality	Assess curriculum resources and identify areas where gender equality should be promoted. Construction and Early Years to be prioritised initially.	All curriculum resources contain consideration of gender equality	Spring Term 2009	Equality and Diversity Advisor	Assistant Principal - Curriculum	Report to Teaching and Learning Advisors Group – Summer term 2009
8	All staff have the opportunity to be engaged in gender equality training and development	Development day workshop on gender issues – July 2009 Induction for new staff	Staff attend gender equality interventions	Autumn term 2009	HR Manager Equality and Diversity Advisor	Vice Principal – Staff and Customers	Equality and Diversity group – Winter term 2009