



**GENDER EQUALITY POLICY**

<b>DOCUMENT CONTROL</b>	
<b>SLT owner:</b>	<b>Principal</b>
<b>Together with:</b>	
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**College Mission Statement**

To be an outstanding sixth form college where students enjoy learning in a supportive and stimulating environment which develops their potential and independence.

**1.0 AIMS**

- 1.1 The college strives to celebrate and value the diversity brought to the college community by all individuals, and believes that the college benefits 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.
- 1.2 The college treats all employees and students with respect and dignity, and seeks to provide a positive working environment for staff and students free from sex discrimination, harassment or victimisation.
- 1.3 The college seeks not only to eliminate sex discrimination, but also to continue 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 learners 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 professional and appropriate relations between women and men.
- 1.4 The college will also seek to eliminate unlawful harassment and promote equality of opportunity for learners and employees who intend to undergo, are undergoing or have undergone gender reassignment.
- 1.5 The college will work towards the elimination of sexism whether overt or covert.



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**2.0 INTRODUCTION**

**2.1 What is a Gender Equality Scheme?**

The Gender Equality Act places a statutory duty on all public authorities, when carrying out their functions, to have due regard:

- i. To eliminate unlawful discrimination and harassment
- ii. To promote equality of opportunity between men and women

This is known as the 'general duty' and came into effect on 6 April 2007 and it applies to all public authorities in respect of all of their functions: as service providers, employers and policy makers.

Under the Gender Equality Duty there is:

- i. A positive requirement for the organisation itself to take action, rather than waiting for individuals to take cases against the college.
- ii. A positive requirement to act to promote gender equality, not just to avoid discrimination.

In order to do this it is necessary to examine gender issues for men, women and transgender individuals and to work to prevent discrimination and harassment of staff, students and those who visit the college.

**2.2 SSFC Gender Equality Policy Statements**

- 2.2.1 Shrewsbury Sixth Form College is committed to tackling discrimination towards gender and to promoting equality of opportunity.
- 2.2.2 The translation of this policy into practice is the responsibility of everyone in the college.

This policy should be read in conjunction with SSFC overarching policy on Equal Opportunities and Diversity.

**2.3 SSFC approach to the gender policy for staff and students**

- 2.3.1. We aim to provide equality of opportunity for all our students and we welcome applications from all backgrounds. We require that they support the aims of Shrewsbury Sixth Form College as expressed in the Values and Expectations and the Mission Statement.
- 2.3.2 Pre-course entry requirements will be clearly stated in publicity and in recruitment interviews.
- 2.3.3 Imagery in publicity will reflect the full ethnic and social mix of the potential College population.



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- 2.3.4 Course requirements will be stated and used by staff in the recruitment procedures. The base-line of course requirement may be waived for students not reaching this standard on the basis of professional judgement. This may occur when the staff feel that the student concerned may benefit from the course and can succeed within agreed parameters.
- 2.3.5 The Curriculum and Tutorial Programmes will promote the spiritual, moral, cultural, mental and physical development of all students and prepare them for the opportunities, responsibilities and experiences of adult life.
- 2.3.6 Questions asked in interview or on forms will only be those which are necessary and relevant to the student's admission to College. The same approach will take place for staff interviews.
- 2.3.7 We aim to provide equality of opportunity for all our staff and we welcome applications from all backgrounds. We require that they support the aims of Shrewsbury Sixth Form College as expressed in the Mission Statement.
- 2.3.8 All advertising material and accompanying literature relating to employment (or training) issues should be reviewed to ensure that it avoids stereotyped roles.
- 2.3.9 Care will be taken in the grading of comparable posts with the same description (for example: comparable Heads of Subject), and in making appointments to such posts, to ensure that no-one is disadvantaged. However, in special circumstances e.g. where the post is in a shortage subject, the grading is at the discretion of the Principal.
- 2.3.10 Records of the appointments will be kept which will include:
- i. Membership of short listing panel
  - ii. Membership of interview panel
  - iii. Notes taken by all members of the interview panel
- 2.3.11 Questions on application forms or at interview will relate to the requirements of the job, relevant qualifications and relevant experience. Interviewing panels will only ask questions which are relevant to the post, and designed to fit the job descriptions and selection criteria. All candidates at interview will be asked the same list of questions although additional questions may be necessary for clarification.