

Our commitment to gender equality

- Stafford College is committed to equality and diversity; these are part of our core values.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential.
- We have a legal duty to positively promote equality of opportunity for all women and men.
- We have a legal responsibility to offer protection from harassment for all women and men, including transgendered people.

For more info

For general information on gender equality see: www.staffordcoll.ac.uk and links to equality and diversity

Commission for Equality and Human Rights (CEHR) - covers all diversity strands including gender, and incorporates the work of the Equal Opportunities Commission (EOC). The Commission provides advice and guidance on sex discrimination and equal pay issues: www.cehr.org.uk

Women's Leadership Network (WLN)

Stafford College is a corporate member of the Women's Leadership Network. The WLN is a member-based organisation which aims to develop a strong, dynamic and influential network of female leaders, to offer professional support and to promote equality of opportunity throughout the FE and learning and skills sector. It was established in 2007 as a successor to the original Women's Network, to raise awareness of important issues regarding the career progression for women in the sector.



This leaflet is part of a series highlighting different aspects of equality.

All of the leaflets contain important information regarding rights and responsibilities concerning equality and discrimination legislation.

They also show how Stafford College promotes equality and diversity and is working to create an inclusive college committed to equality and diversity.

Other leaflets include:

- Age Equality
- Disability Equality
- Equality & Diversity
- Race Equality
- Religion and Belief Equality
- Sexual Orientation Equality

All leaflets are available at the main reception areas around the College and the College Library. They are also available on our website.

Should you require the information in an alternative format or wish to discuss any aspect of equality and diversity, please contact our Equality and Diversity Co-ordinator, via email

t.guest@staffordcoll.ac.uk

or on **01785 275691**



What you need to know about Gender Equality



“Stafford College will meet learner needs and aspirations through excellence in education and training.”

(Stafford College Mission Statement)

“To provide an inclusive college committed to the principle of equality and diversity.”

(Stafford College Corporate Aim)

Legal background

The Equality Act 2006 amended the Sex Discrimination Act. This legislation includes a number of general and specific duties:

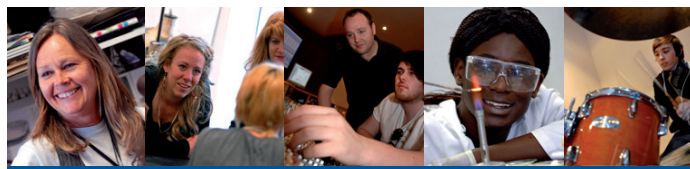
- to promote gender equality
- to eliminate sex discrimination
- to combat harassment, including harassment of transgendered people
- to address the causes of the pay gap
- to consult stakeholders
- to publish a Gender Equality Scheme, including a policy and action plan
- to carry out impact assessment on our policies and practices, to identify and address any potential or actual negative impact on staff, students or other stakeholders in relation to gender
- to monitor our activities and evaluate the progress we are making towards our objectives.



Your rights

Your rights while studying or working at Stafford College are:

- to fair treatment and to study or work in an environment free from harassment, bullying, discrimination or victimisation
- to be valued as an individual and to have equal opportunity to achieve your potential in terms of your studies, work or promotion opportunities.



Gender equality facts

- of the 170 heads of higher education institutions which include universities as well as specialist colleges – only 13% are women and only eighteen university vice-chancellors are women (14% of the total)
- female graduates earn, on average, 15% less than their male counterparts at the age of 24. The gender pay gap widens with age, increasing to 40.5% for women graduates aged 41-45
- the gender pay gap in the UK is one of the highest in Europe: women who work part-time earn just 59% of men's part-time hourly pay and women who work full-time earn 82% of the male average hourly wage
- approximately 1,000 women a year in England and Wales take legal action after being dismissed because of their pregnancy
- sexual harassment is unlawful – this type of behaviour affects both men and women. It can include inappropriate jokes, physical contact or indeed anything else that makes the recipient feel uncomfortable
- 53% of women leave higher education with a first class or upper-second class degree, compare with 46% of men.

Your responsibilities

Your responsibilities while studying or working at Stafford College are:

- not to treat someone unfairly or to discriminate against anyone on the grounds of their gender
- not to harass or victimise anyone because of their gender, including transgendered people
- to challenge or report any unacceptable behaviour witnessed
- as a manager, to ensure that all staff in your area of responsibility are treated fairly, protected from harassment and victimisation and not subject to discrimination on any grounds, including those relating to pregnancy and childbirth.

Supporting services

The College will undertake a programme of continuous action and improvement based on the following commitments:

- achieving gender equality of opportunity across the College through the elimination of gender discrimination and inequality
- improving staff and student understanding of gender equality issues
- monitoring and reviewing the College's functions and policies and addressing any negative impact of these
- managing and promoting gender equality through consultation and involvement of all stakeholders.

The College is developing a range of modern, flexible working arrangements to enable men and women to achieve an appropriate work-life balance.

The College has recently become a corporate member of the Women's Leadership Network