



Gender Equality Report

May 2008

The North Highland College Management and its staff recognise that they have a responsibility to create and build an environment in which all are equally valued and treated, as well as its wider responsibility in assisting in the creation of a fair and just society

It is our belief that no discrimination on account of Gender, Disability, Colour, Nationality, Ethnic or National origin, Age, Religious or Political beliefs, shall be shown towards any person in determining whether that person will be admitted as a student of the college, or appointed to its staff or shall hold any advantage or privilege thereof.

The college will promote opportunity for all, particularly for study, employment and involvement in its community, without discrimination on grounds of gender, sex, age, disability, religion, and socio-economic background, sexual orientation, Disability, Colour, ethnic or national origin, language or nationality.

The college requires its staff, students, clients and visitors to behave and communicate in non-discriminatory ways and to support, implement and develop college institutional policies, procedures and practices which promote and reinforce equality of opportunity and fair treatment for all.

This is the college's 1st annual gender equalities report as required under the current legislation. The college successfully published its Gender Equality Scheme on 4th May 2007. This is currently under review and, if required, an amended scheme will be published by July 2008. A supporting document, Gender Equality Action Plan, was also published in May of 2007. This document is also under review.

The GEAP (2007) contains SMART targets and once reviewed will form the basis of the new plan for 2008 – 09. Both of these revised documents will be up-loaded to the College website in July 2008.

The College Equal Pay Statement was published in September 2007.

We continue to operate in a complex legislative landscape and as such the College has now formed an Equalities Committee which meets regularly and monitors all

aspects of Equalities progress. Equalities Schemes, Action Plans and reports are presented to the College Board of Management for their approval.

Equality Impact Assessment

The Equality Impact Assessment Screening Checklist has been reviewed and will be completed by the responsible person/team:

- for all new policies and procedures
- when changes to existing policies or procedures are being considered
- as part of the review process of existing policies and procedures.

A full Equality Impact Assessment will be undertaken if any potential adverse impact cannot be resolved at Stage One. Designated members of the Equalities Group will work to support any person/team/area that is required to carry out a full Equality Impact Assessment.

- ✚ Future gender equality reports will include data on Equality Impact Assessment progress

Equality Monitoring

Equalities monitoring is mainstreamed and embedded in the self - evaluation activities of Academic and Support Sections. SMT members are responsible for bringing any issues to the Equalities Committee. The Academic Council will consider the following College equality monitoring information at their next scheduled meeting.

Monitoring and Reporting: Staff

Employment (Staff) Statistics

- ✚ New Appointees

Across 34 posts advertised from Jan 2007 – Dec 2007, The North Highland College received 203 applications from men and 189 applications from women. Of the appointments made 47% were male and 53% female.

Breakdown of appointees by occupation

Occupation	Males Appointed	Females Appointed
Cleaner	1	3
Administration	0	4
Middle Management	2	1
Technicians	0	1
Research	4	1

Lecturers	5	4
Auxiliaries	0	2
Misc.	3	2
Instructors	1	0

Existing Staff Profile (Session 06/07) – Headcount

	Full-time	Part-time
Female 137.21 fte	100	145
Male 91.00 fte	91	59

The College's current staffing mix (by headcount) is therefore made up of 62% female staff and 38% male staff, however as can be seen from the table above female staff account for 72% of the part-time staff (by headcount).

Staff Development Opportunities

Out of 133 staff development applications received by the College, 113 were received from female staff but only 20 from male staff. Given the high percentage of female staff working part-time, the College can be confident that its staff development programme is inclusive and available to full and part time staff. It is of concern, however that there is such a low take up from male staff. This will be monitored and if the same trend continues, the reasons for low take up amongst male staff will be researched and acted upon as appropriate.

Salaries

The College will continue to monitor staff salaries. The current pay gap in North Highland College is considerably lower than the national average, running at 4%. The existing gap is due to traditional gender roles – College catering and cleaning staff posts continue to be dominated by female workers.

Monitoring and Reporting: Learners

Supporting Equality of Access

Inclusion and equality are embedded in the strategic aims of the College and the Operational Plan sets targets for further developing educational access.

Enrolments By Gender

SOEID Group	2006-2007			2005-2006			2004-2005		
	F	M	Total	F	M	Total	F	M	Total
01 Agric.& Horticulture	328	62	390	220	70	290	307	128	435
02 Business/Management	35	33	68	30	30	60	53	13	66
03 Food Tech & Catering	384	182	566	216	157	373	167	113	280
04 Computing	797	341	1138	505	253	758	556	241	797
05 Construction	2	155	157	3	129	132	5	136	141
06 Art & Design	263	106	369	286	119	405	385	136	521
07 Engineering	6	172	178	1	112	113	4	131	135
08 Health	652	197	849	347	28	375	329	22	351
09 Minerals & Materials	34	58	92	56	35	91	101	41	142
10 Personal Development	118	113	231	111	114	225	40	61	101
12 Science & Maths	82	48	130	59	87	146	79	70	149
13 Office & Secretarial	86	44	130	48	36	84	86	48	134
14 Social Studies	307	193	500	168	101	269	126	61	187
15 Social Work	130	13	143	149	18	167	162	23	185
16 Sport & Recreation	32	92	124	12	84	96	-	-	-
18 Special Programmes	30	37	67	19	31	50	28	41	69