

Yeovil College – Gender Equality Scheme

Action Plan 2008/09

IMPROVEMENT ISSUE AND OBJECTIVE	TARGET/SUCCESS CRITERIA	ACTIONS	MILESTONE S and TIMESCALE	PROGRESS	RESPONSIBILITY
Annual Report	To publish a Gender Equality Scheme Annual Report	To prepare a Gender Equality Scheme Annual Report, in April 2009 which reviews the progress made in 2008/09. To disseminate to relevant parties and publish on the college web-site.	April 2009		Head of Learner Support Services
Gender Equality Profile	To ensure Gender Equality has a high level profile	To include Gender Equality as a standing agenda item at all Equality and Diversity Group meetings. is discussed on a regular basis and key actions taken forward,	By February 2009		Principal
Consultation	To set up consultation with stake-holders about gender equality.	During the summer term 2009, to set up consultation between representatives of the Equality and Diversity Group and employees, recognised trade unions and other relevant stakeholders in order to prioritise actions with in the Gender Equality Scheme.	By July 2009		Head of Learner Support Services
Information dissemination	To provide information about gender equality related to Human Resources.	On a termly basis, to provide the Equality and Diversity Group with gender information on the following aspects of recruitment, selection and on-going employment: <ul style="list-style-type: none"> • Rates of requests for flexible working • Training/staff development • Promotion • Return rates from maternity leave and the return roles • Pay levels • Grievances, disciplinary and capability proceedings • Profile of those with dependants and caring responsibilities • Results of satisfaction surveys and exit interviews 	Every term		Head of Human Resources

Monitoring	To identify actions from the gender equality information gathering exercise.	On a termly basis, to identify action points to address any areas of inequality, following information gathering exercise by HR Dept	Every term		Equality and Diversity Group