Gender Action Plan

Five Board Themes:

- **Infrastructure**

    Key agenda item at Internal committees and reviewed at the Academic Board.

    Consider making Gender Equality Steering Group a permanent group

    Introduce gender champions in each Department and Faculty

    Gender balance message to be pervasive in life of the College and message coming from the Principal

    Review and equality impact assess policies, procedures & plans with a strong focus on advancing opportunity on gender equality

    Embed that we work with partners (schools/colleges/universities/employers/SDS) to overcome gender stereotyping and reduce occupational segmentation

    Consider the working environment in the relevant areas: accessibility, welcoming, changing facilities, inclusive – what's on the Wall of Fame and in the student success cabinets etc

    Consider the gender balance of the staff in the relevant subject areas – is there a role model on the staff in those identified areas whose presence might be reassuring

    Review where staff jobs are advertised

    Staff and students include a strong gender equality statement on all adverts for both staff and students.

- **Influencing the influencers**

    Focussed events with employers, parents, CITB, SNIPEF, Schools and SDS

    College roadshow to visit schools

    Ensure awareness at management level of gender equality plan to be cascaded throughout the organisation

    Develop pipeline plans with primary schools, secondary schools and SDS

    Work with schools to identify females with an interest in Construction subjects/males with an interest in Childcare/Hair/Personal Care

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Marketing of courses containing non-traditional images

CPD – focused on Gender Stereotyping

Student/staff mentoring programme on courses where there is a gender imbalance

Liaise with early years nurseries and primary schools to talk to children – what do you want to be when you grow up – before they fall into stereotypical

Learn from rugby/football where women's teams are now covered by the media and awareness raising of the gender agenda appears in adverts – how can we use their expertise in our promotional material without looking contrived?

- **Raising awareness and aspirations**

    Using student successes as positive examples

    Host women-into-construction/men-into-care/hair events combining role model presentations and practical workshops

    Stronger showcases on our website and on social media

    Use of Health and Wellbeing week, Equality and Choices week and staff development days to raise awareness

    Peer support, male role models

    "Showcase" success in relevant subject areas – case studies – display success in college and in the media – use social media to full effect

    Consider including at Destination Success information in producing gender balance Construction and Care courses

    "Showcase" gender balance of the new SLC Board

- **Encouraging applications**

    Review our literature and web presence for gender balance – are women and men represented in a non-traditional way?

    Involve staff and student role models in open days and outreach

    Introduce peer mentoring schemes

    Media campaign externally and internally.

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Promote inspirational testimonials from former students who chose non-traditional courses and their subsequent careers – role models

Promote courses for male/female only groups with the proviso that whilst we have positive action the other sex can apply

- **Supporting success & retention**

  Student mentoring programme to build confidence and contacts for studying and working in male/female dominated areas

  Review all current advertising and promotional material

  Ensure that all interviewers are sufficiently trained in the gender agenda

  Use social media and the press to highlight what we are doing

Curriculum Areas on which the College is required to address severe imbalance.

Female under-representation

  a) Construction (general)
  b) Building/Construction Operations
  c) Building Services

It may be that in South Lanarkshire College b) & c) are subsumed into a).

Male under-representation

  a) Child Care Services
  b) Hair/Personal Care Services

Aim is by 2021 to increase by 5% points the minority gender share among 13-24 year olds. By 2030 no subject as an extreme gender imbalance (75:25).

It is important to note that Scottish Funding Council recognises that gender is not binary and wishes to be inclusive of all learners.

What actions do we need to take?

1) Need to form regional partnerships in "pipeline plans" currently being developed by SDS with Developing the Young Workforce.
2) We need to develop a plan with a focus on the Five Board Themes which need to be supported with work that we do with schools, employers, local authorities and DYW groups.

Each college, including South Lanarkshire College needs to outline numerical targets for 2020 in at least 3 subject areas. For us that will be Construction, Child Care Services and Hair/Personal Care Services.

We need to align our commitment to tackle gender imbalances with our Public Sector Equality Duty and to state them within our Outcome Agreement.

We used to ensure that whist we have our own college action plan we contribute to the Regional Strategic Body's action plan.

Scottish Funding Council is supporting the Equality Challenge Unit to work with10 colleges to increase the participation of under-represented equality groups through the project: Attracting Diversity focused on widening participation, student recruitment and admissions. To be completed summer 2018.

By the summer of 2017 the University of Strathclyde will have produced a practical self-assessment tool to allow colleges and universities to audit their current awareness and support for trans students and staff and plan future work in this area.

The Scottish Finding Council will reform the Gender Steering Group to become a Gender Governance Group. This will reflect the work that College Boards will be expected to perform as part of their governance activity.

Oversight of the implementation of the Gender Action Plan will sit with the Board of the Scottish Funding Council.

Produce joint Action Plan with NCL for Regional Strategic Body.

Action	By Whom	When