

Equality Scheme - Gender

2010 Review



Equality Scheme 2010 Review – Gender	
You Said	We Did
Maintain and enhance opportunities for flexible working practices	<ul style="list-style-type: none"> We offer several flexible working practices such as flexi time, career breaks, early retirement and family friendly leave policies EIAs have been completed on all our flexible working policies and this includes gender considerations Our Accommodation Strategy will be enhancing our flexible working policies further.
Reduce the barriers to men and women working in non-traditional occupations	<ul style="list-style-type: none"> We are working with Trident to encourage boys and girls to consider non traditional work placements <ul style="list-style-type: none"> In 2009-10 7% of boys on work placements were in hair and beauty In 2009-10 1% of girls on work placements were in environment, construction and engineering.
Gender equality promotion	<ul style="list-style-type: none"> By March 2010 48.35% of our top 5% of earners were female; and by June 2010 this figure had risen to 51.42%.
Ensure car park facilities meet the differing needs of men and women	<ul style="list-style-type: none"> We completed equality impact assessments on all our car parks Lighting was improved in Western Approach car park Theatre Royal car park is now “Pay on Foot” and has undergone improvements to provide a safer environment We increased the number of parent and child parking bays.
Reduce any barriers to women in senior positions	<ul style="list-style-type: none"> We are monitoring the number of women who are appointed to senior positions within our schools.
Improve access to employment and equal pay	<ul style="list-style-type: none"> Our Job Evaluation was completed in 2009 as was the initial pay audit which will be revised post full implementation of the scheme in 2010.