

## **Northumberland College Gender Equality Statement**

We aim to be proactive in the promotion of equality. We will meet our obligations under the Sex Discrimination Act 1975, the Sex Discrimination [Gender Re-assignment] Regulations 1999 and the Gender Recognition Act 2004 by:

1. ensuring that all governors, staff and students are aware of the College's commitment to promote gender equality
2. ensuring that in our employment practices we do not discriminate on grounds of gender identity
3. ensuring that in our recruitment and support of learners we do not discriminate on the grounds of gender
4. promoting the full range of opportunities to all learners and potential learners by taking steps to counteract gender stereotyping in all of our marketing materials and activities
5. conducting, at least annually, a thorough analysis of student data including recruitment, retention, and achievement by gender
6. conducting, at least annually, a thorough analysis of staff data, including recruitment data and data relating to positions held
7. making the results of these analyses available on the College staff net
8. reviewing the results of the analyses in order to assess the current position, to measure progress and the impact of actions taken, to identify trends and issues and to plan future actions
7. in consultation with staff groups, producing an action plan<sup>1</sup>

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<sup>1</sup> Actions relating to this aspect of the College's work will be captured into the Equality and Diversity Action Plan