# Gender Action Plan June 2017 to June 2021

## Contents

1. Executive Summary .................................................................................................................. 1
2. Introduction .................................................................................................................................. 2
3. Commitment ................................................................................................................................. 2
4. The Gender Action Plan .............................................................................................................. 3
1. Executive Summary

This is our first Gender Action Plan as required by the Scottish Funding Council to address gender imbalance at subject level. In April 2017, the College published its third Mainstreaming Report and the second update of the Equality Outcomes as required by the Public Sector Equality Duty which was created by the Equality Act 2010. The Gender Action Plan will become an Appendix of the Mainstreaming Report. The Gender Action Plan focuses on the five broad themes of:

- Infrastructure.
- Influencing the influencers.
- Raising awareness and aspiration.
- Encouraging application.
- Supporting success.

The Plan sets out how we will work with our strategic partners to support enhancement in each of these five themes.

Full copies of this Plan are available at our website: [http://www.lews.uhi.ac.uk](http://www.lews.uhi.ac.uk)

Please ask Student Services if you, or someone you know, would like this document in a large print (16pt) or an electronic format.
2. Introduction

Lews Castle College is one of 13 partners in The University of the Highlands and Islands (UHI) which delivers Higher Education throughout the Highlands and Islands of Scotland. The College is also one of 9 Further Education Colleges which delivers Further Education courses within specific localities across the Highlands and Islands. For Lews Castle College UHI the specific locality for this provision is the Western Isles with campuses in the islands of Lewis, North Uist, Benbecula and Barra. With a workforce of 139 in March 2017, the College is the third largest employer in the Western Isles after the local council and health board.

3. Commitment

We recognise the key role of Lews Castle College in serving our community and, with our staff and students, are committed to addressing discrimination and inequality by educating and changing the behaviours of those who create barriers which prevent individuals from achieving their full potential.

We have developed this gender action plan covering the following protected characteristics.

- Age.
- Gender reassignment.
- Sex.

It is important that we are an organisation that promotes equality, fosters good relations and tackles discrimination and inequality. It is important that our staff and student population work together to address gender imbalances at subject level.

In March 2017 the Board of Management consisted of 12 members, the gender split is 50% female and 50% male.

In March 2017, the college workforce was 139. The staff gender split is 67% female and 33% male. The pay gap is 23%. The college is committed to addressing both the gender imbalance in the workforce and reducing the pay gap.

In June 2017, the student population was 153 full time students and 312 part time students. The student gender split in academic year 2015/16 was 42% female and 58% male. In terms of successful completion of studies, the split was 61% female and 78% male a gap of 17%. The College is committed to addressing both the gender imbalance in the student population and reducing the attainment gap.
## 4. The Gender Action Plan

### Lews Castle College UHI – Gender Action Plan 2017-2020

<table>
<thead>
<tr>
<th>Key themes</th>
<th>Projected Outcomes</th>
<th>Actions</th>
<th>Owner (Job role)</th>
<th>Timescale</th>
<th>Progress</th>
</tr>
</thead>
</table>
| 1. Infrastructure   | To enhance strategic overview of tackling gender imbalance at college level.       | Review the Strategic Plan to include addressing gender imbalance as a strategic aim.  
                      |                                                                                   | Review the Mainstreaming and Equality Outcomes Report to enhance the role it plays in supporting the aims of the Gender Action Plan.  
<pre><code>                  |                                                                                   | Develop Gender Imbalance Training for Board Members and Senior Managers | Principal/Board Chair                       | On-going  |          |
</code></pre>
<p>|                     |                                                                                   |                                                                        | Head of Quality and Regulation Services   | Oct 17    |          |
|                     |                                                                                   |                                                                        | Principal/Board Chair/SD Officer          | Dec 17    |          |
| 2. Influencing the Influencers | To engage with strategic partners to tackle gender imbalance in specific subject areas. | Work closely with Schools, Sector bodies and CPP partners to tackle gender under-representation at subject level to meet the needs of the local economy. | Principal/Assistant Principals             | On-going  |          |</p>
<table>
<thead>
<tr>
<th>Key themes</th>
<th>Projected Outcomes</th>
<th>Actions</th>
<th>Owner (Job role)</th>
<th>Timescale</th>
<th>Progress</th>
</tr>
</thead>
</table>
| 5. Raising awareness and aspiration            | To promote awareness of gender imbalance and encourage aspiration in subject areas where there is a significant gap. | Provide appropriate staff development activities as identified in staff professional reviews (PRs) and CPD Strategy.  
Review CPD Strategy to improve understanding and awareness of gender inequality.  
Develop awareness and aspiration raising and activities with Highlands and Islands Student Association. | Assistant Principals HoDs SD Officer                  | Jan 18    |          |
| 6. Encouraging applications                   | To ensure equitable admissions by gender particularly in the following subject areas: Construction 15% female Engineering 20% female Nautical Studies 2% female Art and Design 15% male Care 9% male Hairdressing, Beauty and Complementary Therapies 0% male. | Review current admissions practice.  
Review the information and advice we offer to prospective students, schools, parents and employers.  
Develop marketing and recruitment activities that promote gender balance. | Assistant Principals/HoDs/Registry/Student Support Services | On-going  |          |
<table>
<thead>
<tr>
<th>Key themes</th>
<th>Projected Outcomes</th>
<th>Actions</th>
<th>Owner (Job role)</th>
<th>Timescale</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Supporting success</td>
<td>To enhance retention and successful completion in subject areas where there is a gender gap, particularly in Care where males are 9% of the enrolments but 60% of the leavers.</td>
<td>Monitor male and female retention and completion at subject level and identify actions focussed on improvement.</td>
<td>Assistant Principals/Head of Quality and Regulation Services/HoDs</td>
<td>Annually</td>
<td></td>
</tr>
</tbody>
</table>