

## EQUALITY IMPACT ASSESSMENT FORM

<b>1. DESCRIBE</b>
1.1. Name of policy/strategy/decision
GCU Gender Action Plan 2017-18
1.2. Owner
Claire Hulsen, Director of Strategy and Planning
1.3. Date
8 June 2017
1.4. Aims of policy/strategy/decision
The GCU Gender Action Plan (GAP) has been developed in response to the SFC request that all universities and colleges publish a plan on their websites by July 2017. The GCU GAP aims to identify gender related barriers to student participation and progression at GCU and sets out actions which the University will undertake in 2017-18 to this end. It also brings together actions relating to gender equality amongst staff.
1.5. Who does the policy/strategy/decision affect?
The SFC's GAP guidance focuses primarily on student-related issues rather than gender balance amongst staff.
1.6. Could there be any potential implications for equality, or people with protected characteristics?
<p>There are potential positive implications as the aim of the Gender Action Plan is to reduce equality for people based on the protected characteristic of sex/gender. The GAP outlines our activities and aspirations in relation to gender equality.</p> <p>Although the guidance is primarily focused on student-related issues, we also refer to our strengths in relation to gender equality amongst staff. Positive examples of GCU's actions in relation to gender include:</p> <ul style="list-style-type: none"> <li>• GCU is committed to ensuring that gender is not a barrier to students pursuing the programmes of their choice. Our Academic Schools have an important role in the gender balance of subject areas. There are a range of activities which are undertaken during the recruitment stage at GCU, which enhance and support gender-balanced recruitment, and we believe that staff support and development is also key to this agenda.</li> <li>• The University, driven by our Advancing Gender Equality Group, is an active member of the Athena SWAN Scottish Regional Network and has been awarded Athena SWAN bronze</li> <li>• The self-assessment process during the development of our Athena SWAN Bronze application showed that female professorial staff (excluding those on senior management contracts) had increased from 25% in July 2012 to 34% in July 2015. This increase was achieved through a combination of increased recruitment and promotion of women. There is scope for further progress, and the Athena SWAN action plan makes specific commitment to increasing the proportion of female professors in STEM areas.</li> <li>• Our overall gender pay gap and academic pay gap have decreased and the Athena SWAN action plan makes a specific commitment to continuing to monitor gender pay gaps and conduct regular equal pay reviews. This work has commenced through the establishment of a Joint Working Group with trade union colleagues on equal pay, which has adopted methodologies informed by university sector-specific guidance.</li> <li>• The proportion of females on our governing body has increased and we review our policies</li> </ul>

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and activities around recruitment to our governing body to continue this momentum.

- The Athena Swan action plan makes a specific commitment to monitor and improve the gender balance of key committees and decision making groups, including the governing body.
- Our three Glasgow based Academic Schools have all made a commitment to applying for departmental Athena SWAN awards.
- GCU continues to engage in the Aurora Programme, run by the Leadership Foundation for Higher Education to encourage women in academic and professional roles to think of themselves as leaders, to develop leadership skills, and to help maximise their potential.

### 2. ASSESS

What are the implications, positive or negative (and evidence for this) of the policy/strategy/decision in relation to GCU's duty to have due regard to the need to:

2.1. Eliminate unlawful discrimination, harassment and victimisation?

The Gender Action Plan highlights the initiatives that GCU will undertake to address the gender balance of students. It also highlights the actions the University is taking to prevent violence against women. Therefore it has a positive impact on this duty.

2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it?

The GAP is based on the Strategy 2020 and reflects our positive approach to equality and the building in of EIAs to all University policies and strategies, equality is embedded in our approach to the development of the Plan

The GAP sets out actions for the University to continue to enable people, regardless of their gender, to have an equal chance of attending and successfully completing university and therefore has a positive impact on this duty.

2.3. Foster good relations between people who share a protected characteristic and those who do not share it?

The GAP focusses on support in place for people of all genders. The University ensures there is excellent support available for all students and if students have a protected characteristic they can access additional support. As this excellent support is available for all it fosters good relations between people.

### 3. ACTION

3.1. If a negative impact has been identified, how will this be addressed?

At present we are not aware of any potential negative impact. However, we expect the GAP to be monitored annually through the Outcome Agreement self-evaluation and we will address any negative impacts if they arise through this process.

3.2. If changes have been made to the policy/strategy/decision as a result of this assessment, outline the changes

N/A

### 4. MONITOR AND REVIEW

4.1. How will the implementation of the policy/strategy/decision and its impact on equality be monitored and reviewed?

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We expect the GAP to be monitored annually through the Outcome Agreement self-evaluation and we will address any negative impacts if they arise through this process.

### 5. PUBLISH

This may be published on the Equality and Diversity website and annual reporting in line with Equality Act 2010 requirements.

### 6. SIGN OFF

#### 6.1. EIA Owner

Claire Hulsen

12 June 2017

#### 6.2. Equality and Diversity Advisor Date

Adrian Lui

12 June 2017