

GENDER EQUALITY ACTION PLAN – STAFF

	Action	By Whom?	When?	Why?	Update 12/09	Priority
1	Equal Pay Audit	Please see Equal Pay Action Plan: http://www.rhul.ac.uk/Personnel/EPA/EPA-Action-Plan0609.pdf				High
2	Female academic progression	Equality Steering Group	On-going	Recognised as a sector wide issue.	To be reviewed annually by the Equality Steering Group and reported to the HREO Committee.	High
3	Data monitoring and review of gender balance in all staff categories, grades and disciplines/departments	Equality Steering Group	On-going	Recognised as a sector wide issue.	To be reviewed annually by the Equality Steering Group and reported to the HREO Committee.	Medium
4	Improve personal development opportunities for both sexes	Staff Development	2010-2011 Staff Development Programme	To develop inclusive, gender aware practices.	Increase uptake for Springboard and Navigator.	Medium
5	Publish friendly and flexible working policies to all staff.	Deputy Director of Human Resources	September 2010	Flexible working policy is available on the College website. However, requests from female academic staff are low. Further investigation needed.	On-going Maternity, adoption and paternity policies are being updated in line with the Work and Families Act. Absence policy now implemented which includes section on emergency carer's leave.	High

6	To develop a mentoring scheme for all academic staff	Staff Development	2010-2011	To support all staff with career progression.	Work on progressing a mentoring scheme for women in science in under way. Once completed, mentoring will be rolled out to other staff groups on a phased basis.	Medium
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