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Background to the Gender Equality Scheme

The University's first Gender Equality Scheme was developed in 2007 when the Gender Equality Duty was introduced, requiring higher education institutions to produce a Gender Equality Scheme.

The current (second) scheme covers the period 2010-13 and builds on the work of the first scheme, setting out how the University works towards achieving gender equality for staff and students across all its main functions.

Changes under the Equality Act 2010

Since the introduction of the Equality Act 2010, the requirement to produce a Gender Equality Scheme has been replaced by the requirement to set specific and measurable equality objectives to meet any of the three aims of the equality duty (eliminate discrimination, advance equality of opportunity and foster good relations) and to demonstrate progress and achievements against them.

This will be the last year in which we report on the Gender Equality Scheme. Specific and measurable objectives on gender equality will be included in the University’s equality objectives for the coming year and reported upon in the main Equality and Diversity Annual Report.

Progress Report 2012-13

The current Gender Equality Scheme, Action Plan for 2010-2013, and progress reports up to May 2012 can be seen at:
http://www.york.ac.uk/admin/eo/gender/GenderEqualityScheme2010-13.htm

The report below outlines progress on objectives set in the Gender Equality Action Plan across key areas of the University’s work for the period June 2012 – May 2013.

Progress reports on the following areas of work are not included here as they will be incorporated into the main Equality and Diversity Annual Report 2012-3:

Student Experience: Student Support
Student Experience: Student Support – Supporting Transgender Students
Student Experience: Student Support – Bullying and Harassment
Student Experience: Learning and Teaching
Human Resources: Staff issues
Enhancing Research Performance: Athena SWAN and REF
# Governance – Gender Balance on Committees

Completed by: Philip Evans – Governance Officer

Date: May 2013

Since 2010 the University has been actively addressing areas where there are no women or only one woman on a committee. See Section 4.8 – Representation on Committees – of the Gender Equality Scheme: [http://www.york.ac.uk/admin/ea/gender/GES2010-13.pdf](http://www.york.ac.uk/admin/ea/gender/GES2010-13.pdf)

Information on Committee membership is available on the University website: [http://www.york.ac.uk/about/organisation/governance/](http://www.york.ac.uk/about/organisation/governance/)

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**Have you delivered the following objectives for 2012-13? If yes, please indicate progress and achievements:**

- continue to ensure that any new committee appointments do not disrupt the gender balance achieved in past years
- continue to remind committee secretaries of the GES and its objectives
- monitor gender make-up of any newly established committees and groups as they come into being

**Yes. No new gender imbalances have occurred that I am aware of. Nominators for Senate-appointed vacancies have been reminded of the GES and its objectives in the annual call for nominations. One new committee established but as this is in fact a merge of two existing committees, previous gender balance will be maintained.**

The objectives have therefore been achieved.

**If no, what have been the barriers to implementation?**

N/A

**What, if anything is still outstanding?**

N/A

**Other relevant information including relevant progress not included in report above:**

As in past years, potential gender imbalance has been actively considered and addressed in the Nominations Committee’s annual consideration of honorary degree nominations.
Please outline your gender equality objective(s) for 2013-14.

Continue to ensure no single-gender committees.

Monitor progress to address gender imbalances in the staffing of certain admin departments/offices (which has a knock-on effect clearly visible in the Administrators’ Forum run by POD).
2012-13 GENDER EQUALITY PROGRESS REPORT

Governance – Procurement Processes

Completed by: Tim Bird – Supplies Manager

Date: May 2013

The University recognises the need to be responsible in its choice of suppliers and is a member of the North Eastern Universities' Purchasing Consortium (NEUPC). Information about procurement and supplier relationships is on the web at: http://www.york.ac.uk/about/sustainability/procurement/

<table>
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<tr>
<th>Objective</th>
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<td>The University's Financial Regulations are currently being reviewed, and as part of this process, the Procurement Strategy is to be revisited in the coming year which may bring about formal adoption of the NEUPC ethical code of practice by the University - thus embracing the gender discrimination aspects previously discussed.</td>
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If no, what have been the barriers to implementation?

What, if anything is still outstanding?

Formal adoption of the revised Financial Regulations is expected in June 2013, as is updating of the Procurement web pages

Other relevant information including relevant progress not included in report above:

Inclusion of link from Procurement Office web page to Equality and Diversity Equality Act 2010 web page.

Please outline your gender equality objective(s) for 2013-14.

Liaise with the Equality and Diversity Office to organise equality training for Procurement staff during the course of the coming year.
# 2012-13 GENDER EQUALITY PROGRESS REPORT

**Student Experience – Recruitment**

Completed by: Simon Willis  
Date: June 2013

Have you delivered the following objectives for 2012-13? If yes, please indicate progress and achievements:

<table>
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<tr>
<th>Objectives and Progress</th>
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| To extend gender information on applicants in the Management Information Gateway to students made offers and who then accept or decline their offers. This will enable departments to see whether the distribution of offers by gender is in line with the distribution of applications and whether acceptance rates differ by gender. The extension of this information on the Management Information Gateway is imminent.  
**Complete:** this information is now available to departments through the Management Information Gateway as part of a Widening Participation dataset.  
- To include gender analyses in end-of-cycle reporting to Planning Committee (objective held over from current year). This report will go to Planning Committee in January 2013. |

What, if anything is still outstanding?  
**Not complete:** Planning Committee did not receive the report in the normal format this year. This will be carried forward as an objective for future reporting to Planning Committee.

Other relevant information including relevant progress not included in report above:

Please outline your gender equality objective(s) for 2013-14. As far as possible these should be SMART (specific, measurable, achievable, realistic and timed) objectives:

- To work more closely with departments to help them interpret the gender information provided as part of the WP characteristics dataset and to develop action as appropriate.  
- To include gender analyses where appropriate in statistical reporting to Planning Committee.
With thanks

The Equality and Diversity Office would like to thank the following members of staff who contributed to the writing of this report:

Philip Evans – Governance Officer
Tim Bird – Supplies Manager
Simon Willis – Director, Student Recruitment and Admissions

Linda Whiting
Lois Gregory
Equality and Diversity Office
10 June 2013