

Objective	Actions	Who	Date	Update June 2008
Data Collection and Monitoring				
1	Implement meaningful data collection & monitoring processes in the area of equality in general and gender equality in particular		2007-08	
1.1		Evaluate student & staff gender data currently available	Head of Research	RSAMD re-structure has disbanded the Research Dept. To be discussed at next Reachability meeting.
1.2		Review existing gender data collection systems	Registrar (Students)	Gender data is collected for all current students and applicants. Assessment related data remains separate from students records but will be combined in 08-09
			Director of HR (Staff)	Gender data is collected for all current staff.
1.3		Devise meaningful and standardised cross-academy gender data collection	Head of Research	To be discussed at next Reachability meeting.
1.4		Co-ordinate implementation of revised data collection system throughout Academy	EO Officer	to be addressed based on outcome of 1.3

1.5		Establish meaningful benchmarking system in relation to other HEIs	Head of Research		Currently no benchmarking system in place for staff, students or applicants.
1.6		Co-ordinate collation of gender data across Academy on annual basis	EO Officer		available data collated for 07-08
1.7		Provide annual progress report re gender data to Reachability Committee	EO Officer		To be discussed at next Reachability meeting.
1.8		Provide annual progress report to Academic Board	Convenor of Reachability		due
1.9		Ensure Action Points emerging from data are addressed	Convenor of Reachability		To be discussed at next Reachability meeting.

Objective	Actions	Who	Date	Update June 2008
Involvement and Impact Assessment				
2	Implement meaningful impact assessment processes in relation to equality in general and gender equality in particular		2007-08	Delay and prioritization to be discussed at next Reachability meeting.
2.1		Review efficacy of existing involvement & feedback mechanisms	Head of Research	To be discussed at next Reachability meeting.
2.2		Devise meaningful involvement & feedback mechanisms	Head of Research	To be discussed at next Reachability meeting.
2.3		Co-ordinate implementation of revised involvement & feedback mechanisms	EO Officer	to be addressed based on outcome of 2.1 & 2.2
2.4		Co-ordinate collation of qualitative involvement & feedback data on annual basis	EO Officer	to be addressed based on outcome of 2.1 & 2.2
2.5		Provide annual report to Reachability Committee	EO Officer	To be tabled at next Reachability Committee
2.6		Provide annual progress report to Academic Board	Convenor of Reachability	due
2.7		Ensure Action Points emerging from data are addressed	Convenor of Reachability	To be discussed at next Reachability meeting.

Objective	Actions	Who	Date	Update June 2008
Staff and student recruitment				
3	Ensure equity in recruitment and admission of staff & students		2008-09	
3.1		Review existing staff and student recruitment policies in relation to gender equality	Registrar (Students) Director of HR (Staff) 2008-09 (term 1)	Recruitment Policy Review ongoing
3.2		Review existing audition policy and practice in relation to gender equality	Registrar	to be addressd 2008-09 (term1)
3.3		Implement reviewed Audition Policy	Directors of SOM, SOD & YouthWorks	to be addressed based on outcome of 3.2
3.4		Ensure all staff involved in recruitment and selection activities have received Equality Awareness Training	Director of HR	No specific gender equality training is being rolled out yet. The provision of general Equality & Diversity training is being investigated.

Objective	Actions	Who	Date	Update June 2008
Staff Reward & Recognition				
6.1		Develop criteria for the introduction of "contribution points" on salary scales	2007-08	to be addressed in 08-09
6.2		Implement a process for introduction of "contribution points" on salary scales	2008-09	
6.3		Develop criteria for specialist chairs for world renowned practitioners	2008-09	introduction of 'professorships' has taken place

Objective	Actions	Who	Date	Update June 2008
Curriculum & Assessment				
7	Embed diversity and equality issues into Academy's Learning & Teaching Strategy	Convenor of Learning & Teaching Committee	2007-08	To be addressed as part of next year's curriculum review
7.1		Generate regular curriculum based activities on equality to engage students with that area		
7.2		Consider promotion of equality issues through PDPs		
7.3		Consider integration of equality issues into Creative Beginnings Module	Director of SOD	
7.4		Consider embedding of equality issues into enterprise related modules	Directors of SOD & SOM	
7.5		Embed outcome of considerations into curriculum		
7.6		Ensure all staff involved in EO related teaching modules have received EO awareness training	Director of HR	

8	Embed diversity and equality issues into Academy's Quality Enhancement Strategy		Academy Secretary	?	
9	Ensure student assessment procedures are free from discrimination		Director of SOD	?	

Objective	Actions	Who		Update June 2008
Development of policies and procedure				
10	Ensure relevant Academy policies & procedures are kept up to date, known to staff and implemented		Director of HR (Staff) Registrar (Students)	Admissions & Placement Policies are under review since new registrar in post
10.1		Raise awareness of Academy's Anti-Bullying & Harassment Policies		Anti-Bullying and Harassment Policies have been drafted and been through staff consultative forum.
10.2		Develop Acceptable Behaviour Policy	Director of HR	
10.3		Implement Acceptable Behaviour Policy	Director of HR	
10.4		Raise awareness of Academy's Student Complaints Procedure	Registrar	Will be considered as part of new website development

	Objective	Actions	Who	Date	Update June 2008
Planning					
11	Embed equality issues into the Academy's strategic planning process		Convenor of Academy Executive	On-going	
11.1		Ensure equality issues in general and gender issues in particular are embedded into the appropriate plans			
Procurement and partnerships					
12	Ensure equality issues are considered in relation to Procurement & Partnerships		Convenor of Reachability	On-going	
12.1		Develop Procurement & Partnership Policy		2008-09	
12.2		Implement Procurement & Partnership Policy		2009-10	



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