

Royal Scottish Academy
of Music and Drama

GENDER
EQUALITY
SCHEME

**First Progress Report
June 2008**

All comments on this report are welcome.

Comments should be made by post or e-mail to

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The RSAMD's Gender Equality Scheme and Action Plan is publically available on the front page of the RSAMD website
<http://www.rsamd.ac.uk/>

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1. Introductory Note

This report provides an update on the RSAMD's progress in relation to our Gender Equality Scheme (June 2007). The report focuses on areas of progress and development in relation to our GES Action Plan and highlights areas of difficulty encountered by the RSAMD since January 2007.

The RSAMD continues to welcome the Gender Equality Duty as a positive encouragement to continue our wider efforts to become an institution where difference is acknowledged, respected and celebrated.

The RSAMD's Gender Equality Scheme marks an important and increased commitment to ensure equality of opportunity for all Academy staff and students regardless of their gender and to embed gender equality in all aspects of our teaching, learning and working practices.

Having said that we recognise that progress in the area of gender equality has in fact been much slower than we had hoped. This lack of significant progress was due to the RSAMD having faced a number of institutional challenges this year. Further background information on this can be found under section 2.

Looking ahead the RSAMD is fully aware of the particular challenges we face in the promotion of gender equality and all reasonable efforts will be made to meet those challenges in the coming years.

Celia Duffy

Director of Academic Development

2. Background Information/Context

This report covers progress in relation to the RSAMD's Gender Equality Scheme between June 2007 and June 2008.

During that period in particular, the RSAMD has faced significant challenges, which in turn had a direct or indirect impact on the progression of GES related work and progress: There have been staff difficulties and changes amongst major drivers of this area, incl. the appointment of a new Registrar, a two-month absence of the Access Co-ordinator, a change in line management of the Access Co-ordinator and a change in convenor-ship of our Reachability Committee. Moreover, the RSAMD has undergone a complete staffing re-structure in 2008 and as a small specialist institutions found the effects of such difficult institutional circumstances particularly challenging.

As part of these changes, our current Reachability structure has been reviewed in relation to its efficacy and a proposal for a significantly altered, and, we hope, more effective structure awaits approval. The proposal for this revised structure is based on informal best practice research with other institutions and the task-group aspect of the proposal has been trialled during 2007-08 in the School of Drama and deemed effective.

Taking into account the new staffing and committee structure, a review of the current GES and its attached action plan is envisaged to take place prior to the new academic session.

The RSAMD remains committed to the spirit of its GES, is proud of its progress as identified in Section 6 of this report and acknowledges that staff and student involvement remains one of the major challenges in relation to gender equality delivery and its impact assessments.

Identified areas of weakness will be addressed as part of the GES annual review process by the newly constituted Reachability Committee.

3. Summary of Current GES Commitments

Based on an initial evaluation of existing quantitative data and a staff and student gender survey in the build up to the current GES, RSAMD identified the following priority areas to be addressed between June 2007 and June 2010:

- Staff, Student & Applicant Statistical Monitoring
- Policies & Procedures (Recruitment Policy (Staff & Students), Audition Policy, Bullying and Harassment Policy, Student Complaints Procedure, Equal Opportunities Policy, Equal Pay Policy)
- Staff & Student Participation, Consultation and Impact Assessment
- Staff Development
- Curriculum
- Student Assessment
- Procurement & Partnerships

4. Detailed Progress in Relation to Action Plan

Cf. attached Gender Equality Scheme Action Plan Update June 2008