Staff equality objective 2:

To narrow the gender gap in general grades 2-7

Our measure	Increase the number of male employees in grades 2-7 from 31% to 33%
The reason we chose this objective	**The objective and our measure** A female non-academic employee is significantly more likely to be in grades 1-7 than in grades 8-10. In real numbers though, there is little difference between male and female participation in grades 8 and above. The data is impacted by the preponderance of females in lower grades which in turn leads to an overall pay drift. Of all our staff who are in grades 1-7, 31.2% are male and 68.8% are female. **Legal requirement** The Public Sector, Specific Equality Duty requires us to set specific and measurable equality objectives by 6th April 2012 for the 4 year period to 2016.
Challenges we face	An uncertain HE environment may, for example, lead to a contraction of posts. Redressing the imbalance through new posts or filling vacancies may prove difficult within the economic context over the next few years.
Recent progress we have made	We have increased the percentage of men in general grades from 28.9% in 2007/8.
Our approach	We will develop an action plan which will include: • Analysing how many part time and term time only contracts we offer and whether this deters men from applying for grades 1-7; • Analysing our recruitment and selection data to identify appropriate courses of action.
Overseeing Committee	Equality Committee – Chair David Mackintosh, Deputy Vice Chancellor reporting to the Senior Management Team