

Academic Partner: **North Highland College**

Protected characteristic(s): **All**

Eliminating discrimination/Advancing equality of opportunity/Fostering good relations

Key area/example of where progress has been made with regard to equality and diversity:

Problem; Part-time (PT) staff (predominantly female) were not engaging in Continuing Professional Development (CPD) activities to the same extent as full-time staff. Reasons cited: non-working days (NWDs), too little time, pressure at work greater for PT staff etc.

Action we have taken to progress this key area:

Staff Development Payment scheme developed. PT staff have option of being paid for attending CPD (at a fixed rate) on NWDs.

Measures we are using to monitor our progress:

- Tracking claims
- Tracking attendance at corporate training events

Evidence of progress that has been made:

- Significant increase in PT workers attending Staff Conferences.

Challenges that have been faced in progressing this key area:

Effectively publicising and promoting the scheme

Striking the right balance between take up and misuse

Further action we intend to take:

Further promotion and extension to other less corporate activities.