



Implementing Gender Action Plans

**Jon Geale, Project Manager
Hull College
Engineering Department**



Action Research Report

- **This is an account of the work carried out by Jive with Hull College to create a three year Gender Equality Action Plan.**
- **Hull College had already done a significant amount of work with Jive. The relationship of trust that had developed between the two organisations underpinned the success of the initiative and enabled JIVE to engage the College in the Action Plan, as much of the groundwork had already been carried out.**

"Look forward to seeing photos and report. Great working with you, certainly a good partnership for and with Hull College, I feel."



Initiatives before the Action Plan

Below are listed a number of initiatives that both preceded and ran concurrently throughout the process.

- **Staff training in Gender Equality April 2004**
- **Representation from staff at JIVE diversity event**
- **Attendance by staff at JIVE Annual conference**
- **Girls Taster day with local schools**
- **Meeting female student and her employer**
- **Cultural Analysis Tool in Construction Department**
- **Case study**



**Vanessa O’Riordan,
student at the
College
working at
Aqualine Services Ltd**





The 3 Year Gender Action Plan

- See hand outs



Initiatives after the Action Plan

- **Cultural Analysis Tool Survey in Engineering Department and Motor Mechanics Department**
- **Staff in 3 departments trained in Gender Equality over a two day period**
- **Training delivered to Head of Department staff alongside Managers from two other training providers in Hull. Focus on how to start a female learners network and women-only course.**
- **Female apprentices from Doosan Babcock in the department**



Where are we now ?

- **The Engineering Department at Hull College are leading on a new Hull partnership network.**
- **Involving Hull TEC and Humberside Engineering Training Association with Hull College.**
- **These three organisations are working together to plan a course in electrical installation for women, to run throughout all the organisations.**
- **Followed by a high profile practical Girls Day in the centre of town to promote this work in Summer 2008.**



The Hull Partnership

"In terms of attracting females into engineering, our partnership allows us to pool resources and experience, but more importantly enables us to pursue goals we would not attempt as individual organisations"

Jon Geale, Head of Engineering at Hull College for the Humber Partnership between Hull College, Hull Tec & Heta.