

GENDER EQUALITY STATEMENT (LIKESTILLINGSREDGJØRELSE) 2021

UWC Red Cross Nordic is a two-year residential school for 206 scholarship students aged 16-19, comprising more than 90 nationalities. All students study for the International Baccalaureate (IB) Diploma.

Like the other UWC colleges, UWC Red Cross Nordic is strongly committed to the mission of UWC and strives to deliver a challenging and transformational educational experience to a diverse cross-section of students, inspiring them to create a more peaceful and sustainable future.

The mission of UWC is to make education a force to unite people. United World Colleges is a unique organisation. It is the only global educational NGO that brings students together from all over the world, selected from within their own countries on merit (not only academic) and regardless of their ability to pay.

To be able to succeed we strongly believe in diversity and equal treatment of staff. UWC RCN has more than 60 employees from about 25 different countries working together. A position at UWC RCN is remarkably diverse, challenging, interesting, and rewarding. It is, in many respects, a vocation; we are a community responsible for students' welfare and education, working in a collegial context.

Equal treatment accustomed to diversity is an important contribution to an inclusive working environment and it as an important factor for innovation and development.

UWC RCN aims to be a good working place in an environment where differences are valued. A place which gives you a strong sense of belonging, security, and recognition.

STATUS FOR THE GENDER BALANCE FOR 2021

GENDER BALANCE

% - of total

TEMPORARY CONTRACT

PART TIME POSITIONS

% - of total number pr gender

Men	Women	Totals
32	28	60
53 %	47 %	
2		2
3	6	9
9 %	21 %	15 %

- We have one staff on maternity leave at the end of December 2021.
- Sick leave (doctor's certificate) – **3,23%**, including self-certification the total sick leave is at **4%**.

STATUS FOR EQUAL PAY

We have categorized positions that perform work of equal value regardless of subject area. Our starting point for this categorization is the requirements for the relevant positions and then we looked at the competence requirements and other relevant factors such as responsibilities, necessary competence, minimum requirements for education and minimum requirements for professional experience.

	Kvinner	Menn	Womens salaries as proportion of mens salary
Assistants and skilled worker	11	9	99 %
University degree 3 y and 3y+1 year	6	5	105 %
Teachers	7	16	95 %

- The statement is based on information about salaries from the salary system.
- There is a requirement of at least five of each gender in a group for the results from the salary survey to be published.
- UWC RCN follow the KS-tariff salary system.

OUR WORK TOWARDS GENDER EQUALITY

UWC RCN has since beginning of 2000 had an Inclusive Working Life agreement. This together with the college vision and mission has been important assumptions to the work towards gender equality and to have a continues focus on improvements.

For the coming years we will increase the focus on diversity management and one of the aims is to extend the work towards inclusiveness to become a focus on "Diversity and Inclusion".

Diversity includes – experience, education, social background, gender, ethnicity, functional ability, cultural background, age, and view on life (livssyn), amongst others.

ACTIVITY PLAN

- Develop and implement a whole school policy for "Diversity and Inclusion".
- Further develop the recruitment process to systematically secure an objective and an open-minded recruitment process.
- Review and follow up on the work with the lifecycle policy.
- Find suitable tasks for staff with reduced ability to work when possible.
- Develop and implement a program for leaders to ensure that leaders with staff responsibility have shared knowledge and competence for diversity management, and are living up to our aims for diversity, inclusion and equality.

Hege Myhre, rektor

Ola Hovland, COO

Approved by the AMU meeting at the 5th May 2022.