

2025

Equality Mainstreaming Report



South
Lanarkshire
College

East Kilbride

Equality Outcomes 2021-2025



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Contact Details



We are inclusive and diverse one of our values. We are committed to the FREDIE principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement.

For further information our Vision, Mission and Values click the link.



If you would like to request this document in an alternative format please get in touch.

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Equality Outcomes 2021-2025



Introduction

In line with the Scottish Specific Duties, South Lanarkshire College set and published four equality outcomes in 2021. Each outcome was driven by identified opportunities in the College's Public Sector Equality Duty Equality Mainstreaming Report and is related directly to our three strategic priorities:

1. Successful Students
2. Highest Quality Education and Support
3. Sustainable Behaviours

For further information on our three strategic priorities, click the link.

[MORE INFO](#)

The aim of the following four equality outcomes was to advance equality of opportunity for all nine protected characteristics, with a particular focus on Age, Disability, Ethnicity, Gender, and Sexual Orientation.

Equality Outcomes

1. Develop the engagement of underrepresented student and staff groups through an increase in tailored peer support groups, to enhance a culture of belonging.
2. Annual engagement with three organisations to enable and progress our recruitment and management of employees and students across identified underrepresented groups.
3. Use proactive marketing and communication during recruitment, onboarding, and throughout the student and employee journey to increase awareness and promote the fostering of good relations, tolerance, and respect for diversity, ensuring that at least 90% of these populations have awareness of our Equality and Diversity practices.
4. Ensure at least 90% of staff undertake training and that all students are offered training on Equality, Diversity, and Inclusion to ensure awareness and understanding of legal and College expectations for everyone in our community.

For further information on the Scottish Specific Duties, click the link.

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Equality Outcome 1

Annual engagement with three organisations to enable and progress our recruitment and management of employees and students across identified underrepresented groups.

Evidence of Need (baseline position):

- Underrepresentation of specific protected characteristics of students and staff during recruitment, progression and retention stages of their journey within the College.

Which part/s of the PSED is covered?

- Advance Opportunity Between Different Groups.

Which protected characteristics are covered?

- Disability
- Gender
- Sexual Orientation
- Age
- Ethnicity

Action Complete: with the implementation of the “Neurospicys” Teams peer support group, Neurodiversity Working Group, and the Wellbeing Activities Teams group. Ongoing actions will continue with these teams.





Equality Outcome 2

Develop the engagement of underrepresented student and staff groups through an increase in tailored peer support groups.

Evidence of Need (baseline position)

- Lack of representation across certain protected characteristics during recruitment, progression and retention during both the employee and student journeys with the College.

Which part/s of the PSED is covered?

- Advance Opportunity Between Different Groups.

Which protected characteristics are covered?

- Disability
- Gender
- Sexual Orientation
- Ethnicity

Action Complete: The College has engaged with:

- The Further Education British Sign Language Group (BSL),
- College Development Network (CDN) Equality, Diversity & Inclusion Group (EDI).
- Disability & Neurodiversity Group,
- The Anti-Racist Education Network (AREN).

The College has used their expertise to develop a Considering Adjustments Guidance and Procedure, Fitness to Study policy and a Disability Audit created by Your Options Understood.





Equality Outcome 3

To use proactive marketing and communicating during recruitment, onboarding and throughout the student and employee journey to increase awareness and promote the fostering of good relations, tolerance and respect for diversity, ensuring that at least 90% of these populations have awareness of our Equality and Diversity practices.

Evidence of Need (baseline position)

- There is a natural, potential gap in awareness of Equality and Diversity practices for our students and also a need to ensure new and existing employees retain an awareness of our practices.

Which part/s of the PSED is covered?

- Fostering good relations &
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act

Which protected characteristics are covered?

- All protected characteristics

Status - Action complete: The College implemented:

- The British Sign Language (BSL) plan and created a video in BSL.
- Diversity themes are promoted on social media and where appropriate embedded in the curriculum.
- A College Equality Calendar is planned for 2025-26.
- New HR & Payroll and Student Systems will improve diversity data accuracy on diversity data.



Ensure at least 90% of staff undertake training and that all students are offered training on Equality, Diversity and Inclusion to ensure awareness and understanding of legal and College expectations for everyone in our community

Evidence of Need (baseline position)

- There is a natural, potential gap in awareness of Equality and Diversity practices for our students and also a need to ensure new and existing employees retain an awareness of Equality, Diversity and Inclusion in the College.

Which part/s of the PSED is covered?

- Fostering good relations &
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act

Which protected characteristics are covered?

- All protected characteristics

Status - Action complete: Refreshed Equality training was rolled out to all employees for the 2023-24 academic year, completed by 77% despite significant industrial action, including strikes. This is being repeated in the current academic year to capture duties under the enhanced Sexual Harassment legislation. The College is currently running a pilot session for students participating in the ACAS Equality, Diversity & Inclusion Training. Once reviewed, the intention is to promote this to all future students.

