Equality Outcomes

2017-2021

South Lanarkshire College
East Kilbride

Equality

Our commitment to equality improvements across the College is captured in our Equality Outcomes. These Outcomes enable us to achieve our duties under the Equality Act 2010 Public Sector Equality Duty (PSED) and well as our College Strategy and allow us to be held accountable for delivery.

We identified 6 Regional Outcomes in 2017 as part of the Lanarkshire Region. We then subsequently identified "Themes" within these specifically for our College. These Themes were identified through a collaborative effort across representatives from our management, employees and student body. These are shown below.

Theme 1A: Provide equality of opportunity in recruitment, promotion and professional development of staff. Theme 1B: All College strategic and operational decisions, associated policies, procedures and business processes are impact assessed in line with the three needs of the PSED. Theme 1C: Students and staff will understand the purpose and use made of personal data and feel confident disclosing confidential information relating to all protected characteristics.	Theme 2A: Provides excellent facilities and resources to meet the needs of students and staff. Theme 2B: Students and staff fully understand and comply with the College policy in relation to equalities. Theme 2C: All students and staff are fully informed of the benefits of full disclosure of protected characteristics to advancing equality.	Theme 3A: Curriculum choice, design and delivery models offer students access to qualifications that meet their needs and ensure equality of outcomes. Theme 3B: Proactively engages with students to ensure understanding of needs, aspirations and potential barriers to success.
Outcome 1 Demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations	**Outcome 2** Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups	**Outcome 3** All learners will have an equal opportunity to come to college and achieve positive outcomes

Theme 4A: Provide equality of opportunity to prospective and current students, in relation to entry, retention and achievement. Theme 4B: Performance indicator data relating to recruitment, withdrawal and success are analysed and action plans put into place to ensure reasonable adjustments are made to support equality of outcomes for all students.	Theme 5A: Staff knowledge of equality and diversity is continually developed and positively influences employment experiences and development. Theme 5B: Actively identifies, adopts and shares good practices in relation to equalities.	Theme 6A: Engage with national, regional and local equality forums and contributes to wider discussions on equality issues with stakeholder organisations.
Outcome 4 Increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce	**Outcome 5** Learners will have increased opportunity for progression into organisations that value equality and diversity	**Outcome 6** Ensure that equality is embedded in all that we do and is supported by the appropriate regional resources

The following tables show the status of each equality outcome, including the actions identified under each theme. There is one table for each Theme.

Equality Outcome 1: Demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations (all protected characteristics)				Theme 1A: Provide equality of opportunity in recruitment, promotion, and professional development of staff	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
1A.1	Review recruitment and induction practices to facilitate increased proportion of College employees from under-represented groups in relation to both recruitment and promotion	Equality impact assessment on the recruitment and induction practices Achievement of Disability Confident Leader Status (currently being renewed)	April 2021 Human Resources	As a result of the impact assessment, implemented "BrowseAloud" web accessibility toolbar to increase accessibility by adding speech, reading and translation Achieved Disability Confident Employer status	Complete
1A.2	Provide appropriate and constructive staff development opportunities for all staff, with a range of delivery options and methods	Training for staff development, with a range of delivery options and methods	April 2021 Human Resources	A range of training provided, including Equality Training, across 4 Development Days for staff, including a range of options and delivery methods. The pandemic reduced the delivery methods available	Complete
1A.3	Provide regular recruitment equality training to all those involved in recruitment or promotion decisions	Delivery of recruitment equality training to managers involved in recruitment	April 2021 Human Resources	Recruitment equality training was delivered to managers involved in recruitment In addition, Disability & Equality training made available to all staff	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

Equality Outcome 1: Demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations (all protected characteristics).				Theme 1B: All College strategic and operational decisions, associated policies, procedures and business processes are impact assessed in line with the three needs of the PSED.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
1B.1	To ensure that all members of the College Management Team have been trained on the need to equality impact assess all strategic and operational decisions, associated policies, procedures and business processes for impact assessment in line with the three needs of the PSED	All College Management Team members are trained in performing Equality Impact Assessments Equality impact assessment process has been built into College processes	April 2021 Human Resources & College Management Team	All College Management team members trained. Equality Officer provides guidance and hosts drop-in sessions on a regular basis, to reinforce learning Equality impact assessment process is built into College processes	Complete
1B.2	Annual review of pay, staff turnover, disciplinary and grievance by protected characteristic	Annual review of pay, staff turnover, disciplinary and grievance by protected characteristics	Annually 2017 – 2021 Human Resources	The annual review takes places Improvements in Gender Pay Gap. Occupational segregation still remains a challenge Staff turnover highlights a slight correlation with age and aligned to accessing pension payments No disadvantage to people with protected characteristics with disciplinary and grievances, with the processes ensuring reasonable adjustments	Complete
Public Sector Equality Duty: Eliminate unlawful discrimination, harassment and victimisation					

Equality Outcome 1: Demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations (all protected characteristics).				Theme 1C: Students and staff will understand the purpose and use made of personal data and feel confident disclosing confidential information relating to all protected characteristics.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
1C.1	Annually increase the numbers of students and staff fully disclosing protected characteristics to enable better monitoring and suitable adjustments to be made	Increase in number of students and staff fully disclosing protected characteristics.	April 2021 Human Resources & Student Services	Staff disclosure of protected characteristics has an annual, average increase of 8% from 2017 to 2021 Since 2017 the student disclosure rate has increased by 2% for Disability, 22% for Gender identity and 1% for Religious Belief whilst remaining comparable for other protected characteristics	Complete
1C.2	Identify protected characteristics areas where disclosure is low representing a lack of evidence to support intervention and actively promote the College policy of support for students / staff within disclosed protected characteristics	Identify areas where protected characteristic areas are disclosed.	April 2021 Human Resources & Student Services & Information Systems	Some areas where disclosure rates are low which are detailed in the progress of equality outcomes section Animation being developed to encourage disclosure. Intended to be launched late 2021	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

Equality Outcome 2: Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups (all protected characteristics).				Theme 2A: Provide excellent facilities and resources to meet the needs of students and staff.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
2A.1	Maintain excellent facilities and resources to meet the needs of students and staff by means of annual review and operational planning	Maintain excellent facilities Get feedback on facilities and resources and act upon them	Annually 2017 – 2021 Senior Management Team & Facilities	Maintenance across our Facilities are planned and maintained to a high standard Facilities were significantly enhanced to ensure a COVID-secure building, including deep sanitised cleaning, fogging, sanitisers available across the College, signage to remind people of rules for wearing masks and maintaining space, etc Feedback from Students and employees resulted in improvements and promoted as part of the 'You Said, Together we did' campaign, examples include: • Electric car charging points • Additional seating areas • Free sanitary products • On-line booking for Learning Support • On-line Bursary application and payment of fees	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

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Equality Outcome 2: Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups (all protected characteristics).				Theme 2B: Students and staff understand and comply with the College policy in relation to equalities.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
2B.1	Enhance student and staff understanding and application of the College equality culture and expectations by continuing to provide annual equalities relevant staff and student CPD through publishing and evaluating annual programme of equality specific events for students and staff to refresh and update knowledge and College Equality Policy	Ensure communication, provision of equality awareness activities and feedback from students and employees.

Provide Equality CPD and events for students and employees | Annually 2017-2021

Human Resources &
Student Services | In the most recent Leaders in Diversity study, 80% of students who took part agreed that 'the college is always working hard to make sure that people from different backgrounds feel included'

95% of staff confirmed the College should achieve Leaders in Diversity accreditation

Results from the In-course Student Questionnaire (part 1) 2020-2021 - 97% of students agreed that they were given fair and equal opportunities.
97% of students agreed that it is easy to get around the building

Equality and mental health awareness training and activities made available to all students and employees on an annual basis, including through e-learning | Complete |
| 2B.2 | Continue to internally benchmark and increase the numbers of students and staff attending annually available equality training and events | Annual increase in the number of staff and students attending annually available equality training and events | Annually 2017-2021

Human Resources &
Student Services | An increase of available Equality, Diversity and Inclusion related training and events for staff of 19% from 21 in 2019 to 25 in 2020 | Complete |

Equality Outcome 2: Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups (all protected characteristics).				Theme 2B: Students and staff understand and comply with the College policy in relation to equalities.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
				Participation levels also increased by 44% from 374 attendees in 2019 to 540 in 2021 Mental Health related training opportunities increased by 116% from 2019 to 2020 in response to actions from 2019 Mainstreaming Report

There has been a 104% increase in individual Equality related CPD from 2018 to 2020

Maintained provision of Equality, Diversity and Inclusion related training events during the pandemic by delivering virtual staff development

Continued student and staff access to college wide events with a specific focus on Equality

Increased awareness and promotion of student Equality events led to higher participation. For example, an increase of 25% attendance at student Dementia Friendly workshops between 2018 and 2019 | |

Equality Outcome 2: Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups (all protected characteristics).				Theme 2B: Students and staff understand and comply with the College policy in relation to equalities.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
2B.3	Annually increase the numbers of staff and students specifically undertaking online equalities training	Annual increase in the number of staff and students undertaking online equalities training.	Annually 2017-2021 Human Resources & Student Services & Associate Principals	Corporate Parenting e-learning introduced as mandatory staff training in 2021. Completion rates at 33% with 95% expected by June 2021 Equality and Diversity e-learning module launched in 2017. Completion rates have increased from our last report by 7% from 87% as at 31st March 2019 to 94% as at 31st March 2021 Bespoke Equality and Diversity e-learning module made available for students through faculty areas to encourage annual increase	
Public Sector Equality Duty: Eliminate unlawful discrimination, harassment and victimisation					

Equality Outcome 2: Offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups (all protected characteristics).				Theme 2C: All students and staff are fully informed of the benefits of full disclosure of protected characteristics to advancing equality at South Lanarkshire College.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
2C.1	Review and refresh pre-entry guidance documentation / pre-employment documentation and student / staff induction procedures to encourage the disclosure of protected characteristics	New documentation issued for new employees and students to encourage the disclosure of protected characteristics	2018 Human Resources & Student Services	Processes and documentation updated that encourages the disclosure of protected characteristics. From 2017 – 2021 Since 2017 the student disclosure rate has increased by 2% for Disability, 22% for Gender identity and 1% for Religious Belief whilst remaining comparable for other protected characteristics The annual growth rate for staff disclosure since 2017 is 8%	Complete
2C.2	Develop a booklet on protected characteristics to provide to students at induction during 2017 – 2018	Booklet available for students by end of 2018, explaining protected characteristics	2018 Human Resources & Student Services	Booklet is still under development, along with an online animation to reinforce this	Partially complete
2C.3	Review student and staff equalities / discipline / complaints policies and procedure to include the consequences of non-compliance with College expectations during 2017 – 2018	Review and ensure consequences of non-compliance to the Equality Policy within the staff equalities, disciplinary, complaints policies & procedures	2018 Human Resources & Student Services & Quality	The College policies and procedures are clear relating to non-compliance with equality discrimination against or harassment of individuals or groups on the grounds of or the perceived grounds of protected characteristics	Complete
Public Sector Equality Duty: Eliminate unlawful discrimination, harassment and victimisation					

Equality Outcome 3: All learners will have an equal opportunity to come to college and achieve positive outcomes (all protected characteristics).				Theme 3A: Curriculum choice, design and delivery models offers students access to qualifications that meet their needs and ensure equality of outcomes.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
3A.1	Annually review and advance the Government priorities for young people not in education, employment or training through portfolio offer and design	Ensure portfolio offering and design is aligned with Government priorities for young people not in education, employment or training	Annually 2017 – 2021 Associate Principals	The Faculty Management Teams reflect annually on local, regional and national priorities during operational planning to ensure that they align with the College Strategic plan. This ensures effective engagement with key partners and stakeholders, this in turn ensures that curriculum planning takes account of government agenda and legislative changes https://www.south-lanarkshire-college.ac.uk/about-us/overview/strategic-plan/	Complete
3A.2	Increase opportunities for areas of gender under-representation through the Gender Action Plan	Identify areas of gender under-representation Increase opportunities for gender under-representations areas	Annually 2017 – 2021 Associate Principals	Gender Action Plan implemented in 2017 and positive action measures taken for areas of under – representation **Construction Faculty** Increase of female students enrolled - 4% in 2017 to 7% in 2020 **Childcare** Male students enrolled in childcare was 4% in 2017 and 4% in 2020 **Hairdressing/Personal Services** Increase of male students enrolled – 7% in 2017 to 15% in 2020	Complete

Equality Outcome 3: All learners will have an equal opportunity to come to college and achieve positive outcomes (all protected characteristics).				Theme 3A: Curriculum choice, design and delivery models offers students access to qualifications that meet their needs and ensure equality of outcomes.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
3A.3	Increase opportunities for part-time students through flexible models of curriculum design and delivery	Increased part-time offering of courses	Annually 2017 – 2021 Associate Principals	All of our courses have now been developed to be flexible models of blended learning. This was driven in 2020 in response to the pandemic. Several courses still require on campus classes but also have the option of remote and online learning The curriculum continues to be developed to meet the ongoing economic needs of the local, regional, and national industry requirements. There is ongoing employer engagement and participation in the development of new programmes In 2020 we launched in the region of 150 full and part-time courses starting in 2021 to encourage those affected financially by Covid–19	Complete
3A.4	Increase opportunities for flexible learning to support students who need to take time away from learning for personal reasons and then return to study using modes to suit their individual circumstances	Increased flexibility to allow students to take time away from studying and to return in an appropriate way to their circumstances	2021 Associate Principals	The College is supportive of students taking time away from the course and returning, including those on pregnancy or maternity leave with the following policies and support plans in place. Student Maternity, Paternity & Adoption Policy. Student Carers Policy and Student Carer Support Plan	Complete

	Equality Outcome 3: All learners will have an equal opportunity to come to college and achieve positive outcomes (all protected characteristics).			Theme 3A: Curriculum choice, design and delivery models offers students access to qualifications that meet their needs and ensure equality of outcomes.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
				We have adopted a flexible and blended approach to learning and supporting students during the COVID pandemic including parents who are home schooling and those with caring responsibilities	
3A.5	All course team meeting and reports and self-evaluation meetings and reports showing analysis and action planning using available equalities data	Equality data being used in team meetings, reports and self-evaluation meetings	April 2021 Senior Management Team & Academic Board	All Faculties review and analyse equality data through CeSEP (College electronic Self Evaluation Process). This is an internally developed online system, bespoke to the College, introduced in 2016 to make the self-evaluation process easier and effective	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

	Equality Outcome 3: All learners will have an equal opportunity to come to college and achieve positive outcomes (all protected characteristics).			Theme 3B: Proactively engage with students to ensure understanding of needs, aspirations and potential barriers to success.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
3B.1	Systematic in-year evaluation of learning and teaching; the quality of the student experience; and resulting action plans to continually enhance the student experience	In-year evaluation of learning & teaching; the quality of the student experience and the resulting action plans Continue to enhance the student experience	Annually 2017 – 2021 Academic Board & Quality Enhancement Group	The student experience is measured annually through questionnaires and the student voice Students who agreed that overall, they were satisfied with their College experience: 2017-18 – 98% 2018-19 – 86% 2019-20 – 91%	Complete
3B.2	Systematic in-year analysis of early withdrawal, further withdrawal, success and partial success across all students	In-year analysis of early withdrawal, further withdrawal, success and partial success across all students	Annually 2017 – 2021 Academic Board & Head of IS	Each Faculty carries out an in-year analysis of Protected Characteristics and Key Performance Indicators through the CeSEP (College electronic self-evaluation process). This process begins with an analysis of Course Team Reports, feeding into Curriculum and Faculty Self Evaluation Reports where strengths, areas for development, and actions are identified	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

Equality Outcome 4: Increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce (all protected characteristics).				Theme 4A: Provide equality of opportunity to prospective and current students, in relation to entry, retention and achievement.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
4A.1	Annual increase in the recruitment of students from specific under-represented protected characteristic groups in line with national priorities	Annual increase in the recruitment of students from specific under-represented protected characteristic groups in line with national priorities	Annually 2017 – 2021 Senior Management Team	The College focused on two specific protected characteristic groups which were Gender and LGBT+. A Gender Action Plan was put in place to address underrepresentation (see action 3A.2). The College is recognised by LGBT Youth Scotland as having LGBT Silver Award status As highlighted in the 2019 annual report, the College achieved, overall, the 'best set of grades in the sector'. Overall student achievement rate was 80% with record high student achievement compared to national rates for disability, minority ethnic, caring responsibilities, under 18 years old and SIMD (Scottish Index of Multiple Deprivation) 10 and 20 postcodes https://www.south-lanarkshire-college.ac.uk/about-us/overview/annualreport2019/	Complete
Public Sector Equality Duty: Advance equality of opportunity between different groups					

Equality Outcome 4: Increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce (all protected characteristics).				Theme 4B: Performance indicator data relating to recruitment, withdrawal and success collected by Protected Characteristics areas are analysed and action plans put into place to ensure reasonable adjustments are made to support equality of outcomes for all students.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
4B.1	Continue to annually review and refine available data to Faculty, Curriculum and Course Teams for self-evaluation analysis and action planning purposes	Continue to annually review and refine available data to Faculty, Curriculum and Course Teams for self-evaluation analysis and action planning purposes	Annually 2017 – 2021

Head of IS
&
Associate Principals | Faculties fully analyse data relevant to protected characteristics through self-evaluation processes and the quality enhancement cycle. Actions are identified, reviewed and measures put in place for improvement

Data was improved during 2019 with the implementation of Power BI | Complete |
| Public Sector Equality Duty: Advance equality of opportunity between different groups | | | | | |

Equality Outcome 5: Learners will have increased opportunity for progression into organisations that value equality and diversity (all protected characteristics).				Theme 5A: Staff knowledge of equality and diversity is continually developed and positively influences employment experiences and development	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
5A.1	Increase opportunities for flexible working for those with caring responsibilities or long-term health conditions by becoming a Carer Positive Employer in 2017 -2018	Achieving Carer Positive Employer status	2018

Human Resources
&
College Management Team | Carer Positive Employer status achieved

Flexible working opportunities available, including appropriate Health & Safety DSE assessments

COVID-19 increased the number of people working remotely. In addition, a significant amount of support, training and resources have been offered to all employees | Complete |
| Public Sector Equality Duty: Eliminate unlawful discrimination, harassment and victimisation | | | | | |

Equality Outcome 5: Learners will have increased opportunity for progression into organisations that value equality and diversity (all protected characteristics).				Theme 5B: Actively identifies, adopts and shares good practice in relation to equalities.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
5B.1	Review and evaluate the induction processes for students to better integrate international and UK students during 2017 – 2018	Review and evaluate the induction processes for students to better integrate international and UK students	2018 Marketing	The review took place and a number of enhancements were made The use of "BrowseAloud" had a big impact on enabling those whose first language is not English	Complete
5B.2	Promote equality, diversity and inclusion at employer events	Promote equality, diversity and inclusion at employer events	Ongoing	During all hosted employer events, we have promoted equality, diversity and inclusion The College also equality impact assesses the supply chain as appropriate	Complete
Public Sector Equality Duty: Foster good relations between different groups					

Equality Outcome 6: Ensure that equality is embedded in all that we do and is supported by the appropriate regional structures (all protected characteristics).				Theme 6A: Engage with national, regional and local equality forums and contributes to wider discussions on equality issues with stakeholder organisations.	
Ref.	Action	Success Measure	Due Date & Responsibility	Comments	Status
6A.1	Annually review, promote and enhance positive relationships to advance equalities for all protected characteristics through our partnerships with College stakeholders and equalities groups at national, regional and local levels	Annually review, promote and enhance positive relationships to advance equalities for all protected characteristics through our partnerships with College stakeholders and equalities groups at national, regional and local levels	Annually 2017 – 2020 Human Resources & Equality Group & Senior Management Team	Review, promoted and enhanced positive equality relationships including obtaining LGBT Silver Charter Mark Award, Stand Alone Pledge Award, Going Further for Student Carers Award, signed Armed Forces Covenant, joined Togetherall to support mental health for staff and students and worked in partnership with Hey Girls to provide free sanitary products	Complete
6A.2	The College will offer students and staff a range of opportunities annually to get involved in equality activities at national, regional and local levels to promote the College's commitment to the elimination of discrimination	The College will offer students and staff a range of opportunities annually to get involved in equality activities at national, regional and local levels to promote the College's commitment to the elimination of discrimination	Annually 2017 – 2020 Senior Management Team & Human Resources	Offered students and staff a range of opportunity to get involved in equality events annually, including Equality & Choices day, Show Racism the Red Card workshops, Dementia Friendly workshops	Complete
Public Sector Equality Duty: Foster good relations between different groups					

Copies of this report are available via:
- the College Website: https://www.south-lanarkshire-college.ac.uk/about-us/equality/
- Staff Portal

To request this document in an alternative format please contact: equality@slc.ac.uk or Equality Officer – 01355 807382.