



South  
Lanarkshire  
College  

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East Kilbride

### HR COMMITTEE

<b>DATE:</b>	February 2022
<b>TITLE OF REPORT:</b>	07-22 Reporting of Equality Outcomes
<b>AUTHOR AND CONTACT DETAILS</b>	Gary McIntosh, Head of Human Resources <a href="mailto:gary.mcintosh@slc.ac.uk">gary.mcintosh@slc.ac.uk</a>
<b>PURPOSE:</b>	Engage the HR Committee in a discussion and decision on equality outcome reporting.
<b>KEY RECOMMENDATIONS/ DECISIONS:</b>	The Board is asked to: <ol style="list-style-type: none"><li>1. Consider the proposal in this report.</li><li>2. Discuss and agree on how the committee would like to be updated on equality outcomes.</li></ol>
<b>RISK</b>	<ol style="list-style-type: none"><li>1. Impact on confidence by lack of evidence on progression of equality outcomes.</li></ol>
<b>RELEVANT STRATEGIC AIM:</b>	Successful Students – skilled & knowledgeable staff  Highest Quality Education & Support – productive partnerships  Sustainable Behaviours – effective leadership and management; excellent governance; appropriate risk management
<b>SUMMARY OF REPORT:</b>	The report will provide insight into each of the following areas: <ul style="list-style-type: none"><li>• A proposed structure for reporting of Equality outcomes as an addition to the quarterly equality update within the Quarterly HR Report.</li></ul>

## 1 INTRODUCTION

1.1 The following is being proposed as an addition to the current Equality update in the Quarterly HR Report. for the HR Committee to consider before concluding on an approach.

## 2 PROPOSED EQUALITY OUTCOME REPORTING

The following Key will be used for the reporting of equality outcomes.

	On Track
	Not started
	Behind schedule / Concern

2.1 The following is a status update on each of the equality outcomes:

Status	Outcome
	Outcome 1 – Develop the engagement of underrepresented students and staff groups through an increase in tailored peer support groups.
	Outcome 2 - Annual engagement with three organisations to enable and progress our recruitment and management of employee and students across identified underrepresented groups.
	Outcome 3 – 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. Ensure that at least 90% of these populations have awareness of equality and diversity practices.
	Outcome 4 – Ensure at least 90% of staff undertake equality, diversity and inclusion training and that all students offered training to ensure awareness and understanding of legal and College expectations for everyone in our community.

2.2 The following is a status update on actions for Outcome 1 - Develop the engagement of underrepresented students and staff groups through an increase in tailored peer support groups:

Status	Action	Comments
	Example 1	Example commentary
	Example 2	Example commentary
	Example 3	Example commentary
	Example 4	Example commentary

2.3 The following is a status update on actions for Outcome 2 - Annual engagement with three organisations to enable and progress our recruitment and management of employee and students across identified underrepresented groups:

Status	Action	Comments
Green	Example 1	Example commentary
Green	Example 2	Example commentary
Yellow	Example 3	Example commentary
Green	Example 4	Example commentary

2.4 The following is a status update on actions for Outcome 3 - 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. Ensure that at least 90% of these populations have awareness of equality and diversity practices:

Status	Action	Comments
Green	Example 1	Example commentary
Red	Example 2	Example commentary
Yellow	Example 3	Example commentary
Red	Example 4	Example commentary

2.5 The following is a status update on actions for Outcome 4 - Ensure at least 90% of staff undertake equality, diversity and inclusion training and that all students offered training to ensure awareness and understanding of legal and College expectations for everyone in our community:

Status	Action	Comments
Green	Example 1	Example commentary
Green	Example 2	Example commentary
Red	Example 3	Example commentary
Green	Example 4	Example commentary