

# 2025

## Equality Mainstreaming Report



South  
Lanarkshire  
College  

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East Kilbride

## Equality Impact Assessments





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# Contact Details



We are inclusive and diverse, and this is one of our values.

We are committed to the FREDIE principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement. For further information on our Vision, Mission & Values click the link.

[MORE INFO](#)

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



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# Introduction:

At South Lanarkshire College, we are committed to fostering an inclusive and equitable environment for our College community. To achieve this, we rely on evidence-based equality impact assessments (EIAs). These assessments are crucial as they help us identify and address potential inequalities within our policies, practices, and procedures. By systematically gathering and analysing data, we can ensure that our decisions are fair, transparent, and effective in promoting equality. This evidence-driven approach not only helps us comply with legal requirements but also reinforces our dedication to creating a diverse and supportive community where everyone can thrive.

In line with the Equality Act 2010 and the Public Sector Equality Duty (PSED). The College aims to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people with and without protected characteristics.
- Foster good relations between people with and without protected characteristics.

## Protected Characteristics

1. Age
2. Disability
3. Gender Reassignment
4. Marriage & Civil Partnership
5. Pregnancy & Maternity
6. Race
7. Religion & Belief
8. Sex
9. Sexual Orientation.

For further information on the Equality Act 2010, the PSED and Protected Characteristics, click the link.





# Evidence List

The College considers various evidence when completing an EIA, including:

1. Information/feedback from stakeholders
2. Involvement or research with stakeholders either in groups or individually
3. Equality monitoring data
4. Course team reports
5. Self-evaluation reports
6. Information from similar policies/practices
7. Internal/external audit
8. Complaints reporting
9. Management reports and recommendations
10. Student - In Course Questionnaire - parts 1 & 2





# Equality Impact Assessments

(March 2020 to March 2025)

(The numbers in the Evidence Column correspond to the evidence listed on page 3)

Policy/Procedure/Plan	Impact	Evidence	Outcome
Accommodation Inspection Sheet	Neutral	Not Applicable	No Change
Awarding Body Password Procedures	Neutral	Not Applicable	No Change
Board of Management Recruitment Process	Positive	1-2-3-6	No Change
Capability Procedure	Positive	6	No Change
Caring for Carers	Neutral	1-2-3-6	No Change
Climate Change Action Plan	Neutral	Not Applicable	No Change
Cross Curriculum Quality Team	Positive	3-4-5-7-10	No Change
Disciplinary Hearing Guide	Positive	1-2-3-7	No Change
Disciplinary Procedures/Managing Concerns	Positive	1-2-3-7	No Change
Equality Mainstreaming Report	Positive	1-2-9	No Change
Equality Monitoring Form - Staff and Additional Information (Overarching EIA)	Positive	1-2-3-7	No Change
Equality Monitoring Video	Positive	3	No Change





# Equality Impact Assessments

(March 2020 to March 2025)

*(The numbers in the Evidence Column correspond to the evidence listed on page 3)*

Policy/Procedure/Plan	Impact	Evidence	Outcome
External Verification/Preparation for External Verification Visits	Neutral	Not Applicable	No Change
Gender Pay Gap Report	Positive	3-7-9	No Change
Gender based Violence Prevention & Support Strategy Update	Positive	1-2-3-5-6-7-9	No Change
Menopause Policy South Lanarkshire College	Positive	1-2-3	No Change
Organisation Stress Risk Assessment	Positive	1-2-9	No Change
Principal & Chief Executive Recruitment Pack	Positive	6	No Change
Quality of Accommodation	Neutral	Not Applicable	No Change
Statement of Intent Period Products (Free Provision) (Scotland) Act 2021	Positive	1-2-3-5-6-8	No Change
Student & Staff Gender Based Violence Prevention & Strategy Update	Positive	1-2-3-5-6-7-9	No Change
Student Mental Health Strategy Review	Positive	1-2-3-5	No Change
The Learning, Teaching and Assessment Strategy	Positive	1-2-6	No Change
Wellbeing Strategy	Positive	1-2-3-7	No Change



