

# 2025

## Equality Mainstreaming Report



South  
Lanarkshire  
College  

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East Kilbride

### Fostering an Inclusive and Supportive College Community



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# Contact Details



We are inclusive and diverse 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 and Values, click the link.

[MORE INFO](#)

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# Equality Mainstreaming

At South Lanarkshire College we are committed to equality mainstreaming, and to fostering an inclusive and supporting college community for our students and staff. Our comprehensive initiatives cover mental health, disability, health, wellbeing, energy savings, financial assistance, anonymous recruitment, professional development, and regular communications.

## Staff - Equality Mainstreaming

### Anonymous Recruitment Process:

- The College implements an anonymous recruitment process to minimise bias and promote diversity. Personal information such as name, gender, age, and race is concealed during the initial stages of hiring. This approach ensures candidates are evaluated based on their qualifications, skills, and experience, fostering a fair and inclusive hiring process

### Disability & Health Support:

- Collaboration with Access to Work ensures employees are informed about grants for practical support, accommodating individual needs and implementing reasonable adjustments.

### Health & Wellbeing Activities:

- Annual flu vaccinations are provided through a corporate vaccine program.
- Lunchtime mindfulness classes are available weekly.
- Occupational health services offer confidential specialist advice.
- Contributions for VDU-specific glasses are available.
- Discounted chiropodist appointments are offered during working hours.



# Staff - Equality Mainstreaming

## Mental Health Support:

- The College prioritises mental health through the Employee Assistance Program, Pam Assist and Access to Work Mental Health Support Service both offering confidential support for all employees.

## Professional Development:

- Regular training and staff development are encouraged, with four dedicated training days annually.
- An annual All Staff Conference facilitates ongoing development and networking.

## Principal and Board of Management Communications:

- The Principal and the Board of Management share regular communications with staff, ensuring everyone is informed about important updates, initiatives, and developments within the College.

## Financial & Energy Information:

- Partnership with Home Energy Scotland provides energy-saving advice and access to government-funded schemes.
- Zone Card loans offer tax-free, interest-free annual passes for commuting.
- PAM Assist offers confidential support for various personal and financial issues.
- Scotwest Credit Union: Employees can access savings accounts, loans, and mortgages through the Credit Union.

# Students - Equality Mainstreaming

## Student Services

At Student Services, we are dedicated to fostering an inclusive and equitable environment for all enquirers, applicants, students, visitors, and college staff. Our mission is to provide a high-quality, customer-focused service across all functional areas, ensuring that every student has a positive and enriching learning experience. We continuously review and develop our systems, policies, procedures, events, and health and well-being support to meet the diverse needs of our student community. By mainstreaming equality in all aspects of our services, we aim to create a supportive and inclusive environment where every student can thrive. [student.support@slc.ac.uk](mailto:student.support@slc.ac.uk)

### Guidance & Support

- Free student counselling and support promoted through various channels.
- In-house developed Resilience and Relaxation workshops.
- Free mindfulness and yoga classes, with sessions available both in-person and online.
- Distribution of free yoga mats during Freshers' and Refreshers' activities.

### Student Learning Experience

- Student Services received the highest possible grade of "Good" from a Henderson Loggie audit, recognising key strengths in delivering a positive student learning experience.

### Advice Centre

- Access to Student Funding and Admissions support on a drop-in basis or via dedicated emails.
- Guidance provided for course applications and funding applications.

# Students - Equality Mainstreaming

## Student Services

### Gender Based Violence (GBV)

- South Lanarkshire College is the first College in Scotland to be awarded the EmilyTest GBV Charter for Colleges and Universities in November 2023.
- Committed to a zero-tolerance approach to GBV.
- Regular events like the 16 Days of Activism against GBV.
- Dedicated GBV Policy and Strategy.
- Guidance and support for those disclosing GBV incidents.
- Created a GBV webpage with further information and support for students and staff.
- For further information on GBV, click the link.

[MORE INFO](#)

### Care Experienced Students

- Commitment to supporting care experienced students through a refreshed Corporate Parenting Plan (2024-28).
- Two dedicated staff contacts for veterans, care experienced students, carers, and estranged students.
- Open-door policy and same-day email support for emotional and practical advice.

### College Library

- Expanded evening support for evening class students.
- Health and wellbeing area available for students.
- Long-term laptop loans to assist with digital learning and tackle digital poverty.

# Students - Equality Mainstreaming

## Student Association

The Student Association is dedicated to enhancing the student experience and dedicated to building an equitable and supportive community for all students. The association is also affiliated with the National Union of Students (NUS).

### Student Association (SA)

- Collaboration with various teams to ensure the student voice is heard.
- Led by the Student President and Vice President.
- Eight voluntary Student Officer positions available each year.
- Initiatives to combat student poverty, including free breakfast and free soup and sandwiches.
- Student free food larder is available without tickets or referrals.
- information stalls, poster campaigns, and the Student Wellbeing Teams page.
- Prioritises student mental health and wellbeing through the Student Mental Health Agreement.
- Regular engagement with Think Positive and signposting to counselling services.
- Attendance at Board Meetings and sub-committees to ensure the student voice is heard at all levels.
- Low-cost, high-quality South Lanarkshire College branded hoodies sold at £5 each.

### Scottish Living Wage Employer

- The college is proud to be a Scottish Living Wage employer.
- This ensures fair compensation for all staff, including the student president and vice president recognising their valuable contributions.
- This commitment reflects the College's dedication to supporting its community and promotes a positive, equitable environment for everyone.

# Students - Equality Mainstreaming

## Extended Learning Support (ELS)

Our commitment to being inclusive and diverse drives our Extended Learning Support (ELS) program, which provides tailored assessment, intervention, and support for students with learning barriers. We foster an inclusive environment to promote student achievement and progression, aligning our efforts with educational advancements, legislation, policy, and research.

### Extended Learning Support (ELS)

- Staged approach to assessment, intervention, and support for students with barriers to learning.
- Inclusive learning environment promoting achievement and progression.
- Development aligned with educational advancements, legislation, policy, and research.
- Partnerships with Education Scotland, Scottish Government, Dyslexia Scotland, and College Development Network.
- One-to-one needs assessments to determine appropriate support and recommendations.
- Provision of specialist equipment, assistive technology, and British Sign Language (BSL) Interpretation as required.
- Support provided on an individual, group, and/or class basis.

# Students - Equality Mainstreaming

## Extended Learning Support (ELS)

### Learning Hub

- The College provides a Learning Hub all students can access for support in a variety of areas this includes, support for Academic writing, Referencing, IT, Literacy, Numeracy, and general Study Skills.
- Additional support for ESOL students on proofreading, grammar checking, academic word choice, vocabulary, and speaking/listening skills.

### College Way Market

- The College Way Market is an on-campus initiative that offers free pre-loved clothing to students and provides hands-on work experience for Learning Development students.
- Students and staff can donate clothes, contributing to the sustainability and success of the initiative.
- The market addresses environmental concerns, financial challenges and fosters an inclusive and equitable learning environment.



# Students - Equality Mainstreaming

## English for Speakers of Other Languages (ESL)

### English for Speakers of Other Languages (ESOL)

- Full and part-time ESOL study pathways from Beginner to Level 6.
- Level testing prior to commencing studies to ensure appropriate study levels.
- Prep for Exam Level Study' course over the summer for students moving to National 5.
- Collaboration with lecturers to assess and advise on appropriate levels in chosen subjects.
- Opportunities for ESOL students to learn about various subjects and progression pathways.
- Partnership with East Kilbride Integration Network (EKin) to support new migrants.
- Provision of teaching materials, internet access, clothing, and toiletries donations for community ESOL classes and newly arrived asylum seekers and those being accommodated in a local hotel.
- Free barbering services available on campus for EKin members.

For further information on EKin, click the link.

[MORE INFO](#)



