2025

Equality Mainstreaming Report

SLC South Lanarkshire College
East Kilbride

National Equality Outcomes 2025

Contents
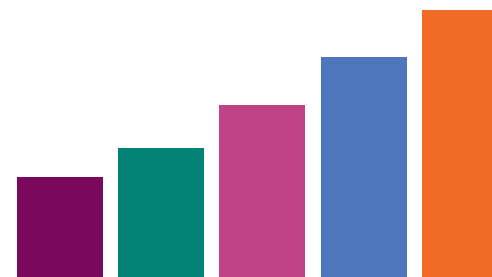
Contact Details

We are inclusive and diverses 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.

MORE INFO

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

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National Equality Outcomes (NEO's) 2025

Introduction

The Scottish Funding Council (SFC) and the Equality and Human Rights Commission (EHRC) jointly published the National Equality Outcomes (NEOs) as part of their report, **"Tackling Persistent Inequalities Together"**. This report addresses the persistent inequalities within the tertiary education system and calls upon institutions to contribute to these outcomes as part of their Public Sector Equality Duty (PSED).

The National Equality Outcomes focus on several key areas, including:

- Success and retention rates of students
- Satisfaction levels of disabled students
- Gender imbalance on courses
- Mental health of staff and students
- Safety of students and staff
- Proportionate representation of staff, Boards, and Courts, particularly in relation to race and disability

The NEOs that the College has adopted are listed in this report. Institutions are not expected to contribute to an NEO where the issue is not applicable therefore where this applies, we have added a rationale behind the decision.

We will set baselines for each NEO, using available data. This will allow progress to be measured year on year.

The College is committed to positively supporting the NEO's. By focusing on these areas, we aim to create a more inclusive and equitable environment for all our students and staff. This commitment will be reflected in our policies, practices, and initiatives, ensuring that we contribute effectively to the national effort to tackle persistent inequalities.

For further information on the Tackling Persistent Inequalities Together report and the National Equality Outcomes, click the link**.**

MORE INFO

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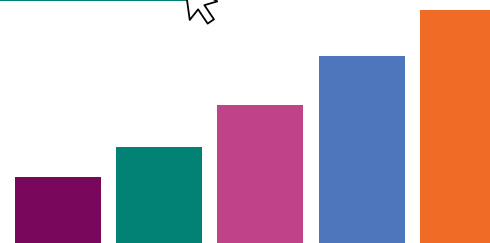
Objective 1: Improving Retention Outcomes for University Students Aged 25 and Over.

Commentary:

- As the College is not a University this objective does not apply.

Objective 2: Enhancing Success Rates for College Students Aged Under 19.

Commentary:

- Younger students may face challenges such as adapting to college life, academic pressure, non-academic barriers, and lack of career direction.
- Collect and analyse student data on success rates of Students aged under 19 versus students aged 19 and above.
- Understanding contributory factors for this objective.

Objective 3: Improving Outcomes for Students Declaring a Mental Health Condition.

Commentary:

- Mental health challenges may impact retention and success rates in tertiary education.
- Collate and analyse student data on the success of students declaring a mental health condition versus those not declaring a mental health condition.
- Add additional insights from Student Services e.g. Counselling & Guidance data, such as the success rate impact following counselling interventions.
- Consider intervention resources and their impact available for students, in regard to mental health, such as mindfulness, yoga, etc.
- Consider the benefits of staff development, to enhance their knowledge & skills around mental health conditions.

Objective 4: Satisfaction of Disabled Students with Support and Adjustments

Commentary:

- Disabled students may face barriers to accessing required support and adjustments to enable their studies.

- Capture and implement findings from the College's recent Disability Audit.

- Collate and analyse the number of disabled students and the approach the College has for accessing available support and adjustments.

- Check support provided from ELS, and for current interventions implemented via Student Services, Health & Safety, and the Curriculum.

Objective 5: Safety for Disabled Students and Staff

Commentary:

- The College currently has no measure for Disabled Students feeling "safe".

- The College Development Network EDI group has fed back on this measure, and suggested the a "belonging" metric would be more appropriate, as this is more than simply feeling safe and is common for equality metrics.

- The College will implement measurements on staff and students feeling like they belong and implement opportunities to enhance this, as appropriate.

- In addition, the College can review its complaints procedure and any findings from Report & Support to identify if people are feeling unsafe

Objective 6: Proportionate Representation of Disabled Students to Staff and Board Members

Commentary:

- As student population metrics change every 6-12 months, the College has shared that this is not in keeping with employee and Board Member tenures.

- The discussed solution with the Scottish Funding Council is to have a long-term view and to aim to close the gaps, through ensuring equality of opportunity for employee and Board positions skills around mental health conditions.

Objective 7: : Ensuring Safety for Trans Staff and Students

Commentary:

- The College currently has no measure for Trans Staff and Students feeling "safe".
- The College Development Network EDI group has fed back on this measure, and suggested that a "belonging" metric would be more appropriate, as this is more than simply feeling safe and is common for equality metrics.
- The College will implement measurements on staff and students feeling like they belong and implement opportunities to enhance this, as appropriate.
- In addition, the College can review its complaints procedure, grievance procedure and any findings from Report & Support to identify if people are feeling unsafe.

Objective 8: Addressing Harassment and Bias on the Grounds of Race.

Commentary:

- The College has a zero tolerance for discrimination and/or harassment on the grounds of race or any other protected characteristic.
- The zero tolerance is communicated through various policies, procedures, professional standards, and Codes of Conduct.
- The College will review data from complaints, grievances, disciplinaries, etc. of harassment on the grounds of race and implement opportunities to enhance this, as appropriate.

Objective 9: Enhancing Attainment Levels by Racial Groups.

Commentary:

- The College will assess student data on attainment levels against racial groups and implement opportunities to enhance this, as appropriate.

Objective 10: Proportionate Racial Diversity on Governance Boards and Leadership Position to Reflect Student Racial Diversity.

Commentary:

- As student population metrics change every 6-12 months, the College has shared that this is not in keeping with employee and Board Member tenures.
- The discussed solution with the Scottish Funding Council is to have a long-term view and to aim to close the gaps, through ensuring equality of opportunity for employee and Board positions.

Objective 11: Proportionate Racial Diversity Among Teaching and Non-Teaching Staff.
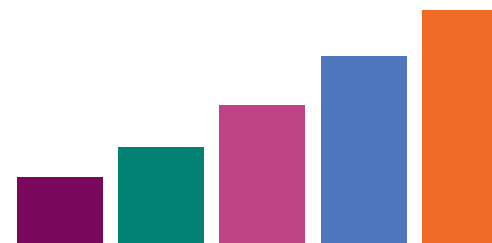
Commentary:

- As student population metrics change every 6-12 months, the College has shared that this is not in keeping with employee and Board Member tenures.
- The discussed solution with the Scottish Funding Council is to have a long-term view and to aim to close the gaps, through ensuring equality of opportunity for employee and Board positions.

Objective 12: Confidence in Reporting and Support Mechanisms.

Commentary:

- Continue to embed and gauge confidence of staff and students with grievance and complaints procedures, as well as the Report & Support system.

Objective 13: : Support for Reporting Violence, Harassment, and Abuse.

Commentary:

- People who are victims, or witnesses, of violence, harassment and abuse may hesitate to report due to fear of retaliation or inadequate support.
- The College will ensure support services are accessible, inclusive, and trauma informed.
- Regular safeguarding training will continue, for staff handling reports to ensure sensitivity and professionalism.

Objective 14: Preventing and Responding to Violence, Harassment, and Abuse.
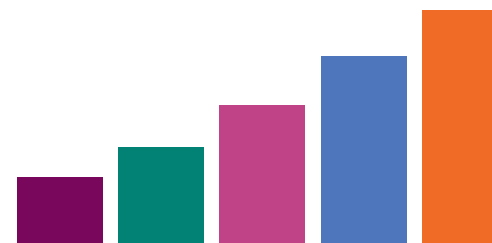
Commentary:

- The College will continue to take proactive steps to create a safe environment, preventing and responding to violence, harassment and abuse.
- College policies, procedures and resources will continue to be adapted to support this.

Objective 15: Mental Health Support for Men (Staff and Students).

Commentary:

- Men may be less likely to seek mental health support due to societal stigma and cultural norms.
- Increase awareness of mental health resources through targeted campaigns.
- Obtain feedback and guidance on the development of support tailored to the unique needs of men.

Objective 16: Addressing Gender Imbalances in Courses.

Commentary:

- Significant gender imbalances exist in certain fields e.g. Roofing, Hairdressing, etc.
- Implement initiatives to encourage underrepresented genders to consider nontraditional fields.
- Review curricula and marketing materials to avoid reinforcing stereotypes.

Objective 17: Safety for Lesbian, Gay, and Bisexual Staff and Students.

Commentary:

- The College currently has no measure for Trans Staff and Students feeling "safe".
- The College Development Network EDI group has fed back on this measure, and suggested the a "belonging" metric would be more appropriate, as this is more than simply feeling safe and is common for equality metrics
- The College will implement measurements on staff and students feeling like they belong and implement opportunities to enhance this, as appropriate.
- In addition, the College can review its complaints procedure, grievance procedure and any findings from Report & Support to identify if people are feeling unsafe.