

Equalities Outcome Plan 2018– 2021

All College Action Plans adhere to the guidelines and ethos of Equality and Diversity

When printed, this document becomes

UNCONTROLLED COPY

Date of Origin	Last Updated	Proposed Review Date	EQIA Date	Responsibility For Review
Mar 2018	Mar 2018	Apr 2019	Mar 2018	Assistant Principal: Organisational Development

Equalities Outcome Plan

The Equality Act 2010 placed a general duty on listed public bodies (including New College Lanarkshire), in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people from different protected characteristic groups;
- Foster good relations between people from different protected characteristic groups, tackling prejudice and promoting understanding between people from different groups.

These points should be taken account of by public bodies in relation to developing and revising policies, designing and delivering services and in the procurement and contracting for services.

In addition to this general duty under the Equality Act 2010, further specific duties were placed on Scottish public bodies by the Scottish Parliament. These duties have been in place since 2012 and, having been revised for the current reporting period, require the College to:

1. report on progress of **mainstreaming the general duty** into all functions every two years, starting in 2013
2. publish and deliver a set of **equality outcomes** that cover all protected characteristics (or explain why not all protected characteristics are covered) every four years, starting in 2013
3. **assess the impact** of new and revised policies and practices against the needs of the general duty on an ongoing basis
4. gather **information on the protected characteristics of employees** and publish every two years, starting in 2013, as part of mainstreaming reports if not published elsewhere
5. publish **board diversity information** as part of mainstreaming reports from 2017, including the gender breakdown of governing body or board members and how this information has/will be used to improve diversity amongst members
6. publish **gender pay gap** information every two years, and publish statements on **equal pay and occupational segregation** for gender, race and disability every four years, starting in 2013
7. have due regard to the general duty in specified **procurement** practices on an ongoing basis

8. publish the above information in a manner that is **accessible** ¹

Our Equality Outcomes

Our first set of equality outcomes in 2013 was developed on a regional basis, following a collaborative project between the (then) four Lanarkshire Colleges. In 2015, we reviewed these objectives in partnership with our colleagues at South Lanarkshire College and, in preparation for this report, we have again taken a collaborative, regional approach.

After much discussion, we decided to retain the outcomes published in 2015, with some minor adjustment to phrasing. We believe that these continue to give a strong focus to our work although the underpinning actions will be different as we move forward. We will, however, review this approach at the mid-point of the next reporting period in 2019.

Our outcomes for 2017 – 2021 (subject to review in 2019) are:

Regional Equality Outcome 1:

Colleges will demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations.

Regional Equality Outcome 2:

Colleges in the Lanarkshire region will offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups.

Regional Equality Outcome 3:

All learners will have an equal opportunity to come to college and achieve positive outcomes.

Regional Equality Outcome 4:

Colleges will increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce.

Regional Equality Outcome 5:

Learners will have increased opportunity for progression into organisations that value equality and diversity.

Regional Equality Outcome 6:

Colleges within the Lanarkshire region will ensure that equality is embedded in all that we do and is supported by the appropriate regional resources.

Action Plan

¹ Equality Challenge Unit - The public sector equality duty: specific duties for Scotland (revised), 2017

One of the major themes of the requirement to publish equality outcomes is that of ‘mainstreaming’ the general duty to eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct; advance equality of opportunity and foster good relations into all functions within the College. Indeed, it is the very first requirement on Scottish public authorities that we do so. With this in mind, the College’s approach to our equality plan is to have several broad and overarching themes, and to refer to other plans and policies that highlight the mainstreaming of equality and diversity activity elsewhere in the College.

For this reason, the Action Plan set out below should be read in conjunction with the following documents, all of which contain actions aimed at increased participation, widening access and raising attainment of under-represented groups or those who may require additional support to achieve at College:

- Lanarkshire Regional Outcome Agreement
- Gender Action Plan 2017 – 2021
- Access and Inclusion Strategy and Action Plan
- Corporate Parenting Plan (revised 2018)
- STEM Strategy
- Apprenticeship Strategy 2017 – 2021
- British Sign Language (BSL) Plan (to be published Autumn 2018)

Regional Outcome 1	2017/18 Action	2018/19 Action	2019/20 Action	Person(s) Responsible
Colleges will demonstrate leadership and commitment and strive to eliminate discrimination, advance equality and foster good relations.	<p>College to sign Stigma Free Lanarkshire pledge and establish partnership with Lanarkshire Links, See Me Scotland and other relevant organisations.</p> <p>Equalities Dashboard embedded in online Annual Curriculum Evaluation (ACE) processes.</p> <p>College to commit to ‘Disability Confident’ initiative</p>	<p>Refresh of ‘All Equal. All Individual campaign.</p> <p>Publication of College British Sign Language Plan</p> <p>Achievement of Investors in People reaccreditation;</p> <p>Development of partnerships with Lanarkshire Links / Lanarkshire Carers’ Centre / See Me Scotland, including Student Peer Support Programme</p>	To be confirmed following review of equality outcomes in April 2019.	<p>Senior Management Team</p> <p>AP: HR</p> <p>AP: Systems</p> <p>HR Manager</p> <p>OH Team</p> <p>Learner Engagement</p>
Regional Outcome 2	2017/18 Action	2018/19 Action	2019/20 Action	Person(s) Responsible

Colleges in the Lanarkshire region will offer a breadth of curriculum choice that meets the needs and aspirations of all learners, including those from under-represented groups.	<p>Develop market research and regional employment information available to support curriculum planning;</p> <p>Raise awareness of KPI information and promote discussion around the influence that all staff can have in increasing retention and achievement;</p> <p>Continue to review curriculum offering and act on evaluative feedback received.</p>	<p>Continued engagement to promote participation from SIMD10 areas</p> <p>Continued work to meet targets required through gender action plan to address under-representation by 2021</p> <p>Seek opportunities to increase retention and attainment rates for care-experienced learners to support national ambition of 75% by 2021.</p>	To be confirmed following review of equality outcomes in April 2019.	<p>SMT</p> <p>Heads of Faculty</p> <p>Head of Marketing and Communications</p>
Regional Outcome 3	2017/18 Action	2018/19 Action	2019/20 Action	Person(s) Responsible
All learners will have an equal opportunity to come to college and achieve positive outcomes.	<p>Review of admissions / student funding process</p> <p>Pre-registration events to provide information to encourage students to seek support before starting at College.</p>	<p>Launch of revised staff induction, which will ensure that all staff are aware of support available for students to ensure that needs are identified at met at an early stage;</p> <p>Further development of marketing collateral – images, website content etc to promote positive and inclusive messages and encourage applications from under-represented groups;</p> <p>BSL Action Plan to be published in Autumn 2018 and associated actions will have a significant impact on access for students and prospective students who use British Sign Language.</p>	To be confirmed following review of equality outcomes in April 2019.	<p>AP: Finance</p> <p>AP: Systems</p> <p>AP: HR</p> <p>Heads of Faculty</p> <p>Head of Marketing and Communications</p>

Regional Outcome 4	2017/18 Action	2018/19 Action	2019/20 Action	Person(s) Responsible
Colleges will increase engagement with stakeholders to develop a better awareness of equality of opportunity for a developed workforce.	NewsCLAN to be relaunched as stakeholder newsletter; Promotion of case studies to challenge stereotypes especially in relation to gender and disability or additional support needs.	Review of information available to schools team and faculty staff to facilitate stakeholder engagement at a wide range of events – particularly in relation to DYW activity	To be confirmed following review of equality outcomes in April 2019.	Head of Marketing and Communications
Regional Outcome 5	2017/18 Action	2018/19 Action	2019/20 Action	
Learners will have increased opportunity for progression into organisations that value equality and diversity.	Continue to work with placement providers – particularly those in less diverse industries, to promote the benefits of an inclusive approach.	Continue to work with placement providers – particularly those in less diverse industries, to promote the benefits of an inclusive approach. Commitment to SFC Work Placement Standard	To be confirmed following review of equality outcomes in April 2019.	Heads of Faculty Teaching Staff Work Based Assessors SMT
Regional Outcome 6	2017/18 Action	2018/19 Action	2019/20 Action	Person(s) Responsible
Colleges within the Lanarkshire region will ensure that equality is embedded in all that we do and is supported by the appropriate regional resources	Appointment of Equalities Adviser (title to be agreed) to review, and drive forward equality initiatives, strengthen analysis and reporting and provide support to faculties and corporate services areas. Implementation of revised e-learning package (MarshallACM) to increase awareness for all staff.	Relaunch of revised staff induction, with enhanced content relation to equality and diversity. Relaunch of Personal Development review (PDR) process Continued support of a wide range of CPD to enhance knowledge and skills for staff and students Increase our engagement with the Equality Challenge Unit and actively seek opportunities to be part of sector wide projects to share learning and experience.	To be confirmed following review of equality outcomes in April 2019.	AP: HR AP: Quality Enhancement