CURRICULUM AND QUALITY COMMITTEE REPORT

BORDERS COLLEGE REGIONAL BOARD

Subject: Equality Outcomes Action Plan update	**Purpose:** **For Approval** ☐ **For Discussion** ☐ **For Information** ☒
Prepared by: Heather Anderson	**Date:** 30 September 2021

Purpose:
To inform the Committee of the progress against the Equality Outcomes Action Plan 2021-2025.

Linked to Strategic Ambition: Create high quality learning and training opportunities which are relevant, enabling and flexible

Executive Summary:

This is the first progress update on the action plan and the college has assigned a lead individual for each of the outcomes:

Outcome 1 Reducing gender balance
Lynne Gilchrist and Davie Lowe

Outcome 2 Improving diversity disclosure rates within our workforce
Debbie Kerr

Outcome 3 Achieving retention and success rates for those with protected characteristics closer to the average student population
Jayne Gracie

Outcome 4 Staff and students feeling more confident to report hate incidents and harassment
Clare Nairn

Although this is a four year plan, good progress is being made. There are 18 actions and progress has started on 15 of those actions with only 3 to begin in the next few months.

Recommendation:
That the committee notes the progress to date on the Equality Outcomes Action Plan.

Previous Committee Approvals:

For publication ☒	**For publication with redactions** ☐	**Not for publication** ☐

Not Started		In Progress		Complete		Some slippage but on track for deadline		Not Complete	

Outcome 1: At Borders College we will reduce gender imbalance in subject areas where there is a gender split of more than 75% (Construction, Creative Industries, Health & Social Care, Sport, STEM) Outcome Lead(s): AP STEM & Sustainability & AP Articulation & Essential Skills *Discuss at block team meetings (E&D agenda point), AB attend monthly CLM meetings					
Indictor(s)	Action(s)	Timescale	Responsibility	Progress 2021-22	Overall Progress
• Priority actions related to gender imbalance are embedded into operational team working and quality processes • More individuals from minority genders are recruited to curricular areas and support services • Improved retention and attainment from students in a minority gender	Embed an annual plan of activities within the curriculum to inform, inspire and engage students about issues relating to gender segregation (e.g. inspirational talks)	Apr 2023	CLMs in subject areas above	EDI Officer meeting 3 times per year with CLMs to review progress with this action. EDI awareness sessions delivered to curriculum teams to support embedding of EDI. Three curriculum teams have received training so far.	
	Address gender segregation in all promo and outreach	Apr 2022	All CLMs, Head of Marketing	New rural skills mobile classroom will be used to get out to schools and events and promote rural sector career opportunities for all. Actions taken to use gender neutral terminology in some areas. LGBT+ lanyard initiative gaining momentum, 37 requests for lanyards so far. Examples of involving minority students in creating more inclusive classroom/college culture.	

				BCSA recruiting Women's Officer and Male Mental Health Officer to address specific aspects of gender inequality. Working with National Farmers Union, Scotland and Quality Meat Scotland on encouraging individuals from a range of backgrounds to consider a career in agriculture. Planning case studies with Lantra Scotland to ensure a range of role models are visible to those considering a career in the sector. (MT)	
	Take positive action in recruitment to attract gender minority applications to curricular areas and support services	Apr 2025	Recruiting Managers, Head of HR	A landscaping lecturer had a career change from beauty therapy and is now progressing to TQFE studies. We hope to work with her to profile her career change and encourage schools leavers and career changers from a range of backgrounds to consider landscaping as a career.	
	Develop pilot mental health student input to be delivered to students studying L5 STEM courses	Apr 2022	CLM (STEM), Head of Student Services, MH Officer, EDI Officer	Sessions booked in November with Andy's Man Club to address men's mental health and suicide, targeted at STEM, construction and sports students. Level Up Personal Leadership Programme launching in October targeting young males (18-25) experiencing mental health issues. Programme will provide support for students to help them better understand themselves and teach them skills that will help tem confidently navigate early adulthood.	

Outcome 2: At Borders College, we will improve diversity disclosure rates to better support and reflect the diversity of our workforce **Outcome Lead: Head of HR**					
Indicator(s)	Actions(s)	Timescale	Responsibility	Progress 2021-22	Overall Progress

• Improved disclosure rates across protected characteristic groups • More individuals recruited to the college from protected characteristic groups • Improved staff awareness of how to support colleagues with protected characteristics	Review recruitment processes to identify barriers to recruitment of staff from protected characteristic groups, implement recommendations	Apr 2023	Head of HR, EDI Officer	Estimated project start date TBC, anticipated to 2022. Currently focussing on staff induction project.	
	Address unconscious bias through delivery of training and awareness raising activities	Apr 2022	Head of HR, HR & Dev Officer	Unconscious bias is included in EDI CPD plan 2021-22 with targeted delivery for all managers. Skills booster package includes courses to address unconscious bias.	
	Deliver EDI training for all line managers, including targeted support for LGBT+ and disability awareness	Apr 2024	Head of HR, HR & Dev Officer, EDI Officer	EDI training plan for 2021-22 includes unconscious bias, LGBT+ Awareness, Mental Health First Aid and Gender-Based Violence Awareness. Sessions on GBV and mental health first aid confirmed. "Conversations to Change" staff webinar series – Partnership between D&G, Ayshire and UWS in a bid to increase engagement in EDI training. The series will address various EDI issues. Sessions on racism, mental health and sectarianism are confirmed and will be promoted to BC staff.	
	Review EDI focus in staff induction processes and training modules	Apr 2023	Head of HR, HR & Dev Officer, EDI Officer	Review process for induction underway. Consideration of utilising Project Board for this project. Staff consultation exercise to be completed by Dec 2021, focusing on personal experiences of induction/delivering induction. Feedback will determine recommendations.	
	Identify and address barriers to staff engaging in non-essential equalities CPD	Apr 2023	Head of HR, EDI Officer, HR & Dev Officer	Consultation with EDI officer is providing insight into barriers (e.g. challenges of PT contracts, difficulties in protecting time, disengagement with online modules).	

Outcome 3: At Borders College, retention and success rates for protected characteristic groups are close to the average of the student population **Outcome Lead(s): AP (Q&D)**					
Indicator(s)	Actions(s)	Timescale	Responsibility	Progress 2021-22	Overall Progress
• Improved retention and success rates for students in protected characteristic groups • Improved retention and success rates for SIMD • Robust Equality Impact Assessments completed • Improved accessibility across college services and facilities	Review accessibility of college communications, services and facilities, including renewed accessibility audits of all college campuses	Apr 2025	Head of Facilities, Student Funding Manager, Head of MIS, Head of Student Services, BCSA Support Officer, EDI Officer	BCSA's accessibility project recommendations are being address through various support teams. Outcomes include more accessible funding streams for students, development of accessibility guidance and BCSA input in student comms.	
	Develop staff guidance on addressing EDI issues (e.g. supporting transgender students)	Apr 2022	EDI Officer	Membership for skills booster training provides resources for staff on a range of EDI issues. Transgender guidance currently in development. Accessibility guidance launched.	
	Develop initiatives to combat issues that have a disproportionate impact on particular groups e.g. food insecurity, mental health	Apr 2022	Students' Association Support Officer, Head of Student Services, EDI Officer	EDI questions embedded within student rep system and officers for minority groups to be appointed. BC Mental Health team have arranged intro sessions for class groups – 14 sessions booked so far. College EDI network established – cross-college partnership to plan staff and student activity around the college's awareness calendar. BCSA appointing Wellbeing Reps within each class, with training developed and delivered in partnership with college's Mental Health team.	
	Develop EDI dashboard to enable ongoing	Apr 2022	Head of MIS, AP (Q&D), EDI Officer	Ongoing through development of pro-solution	

	monitoring of protected characteristic groups				
	Conduct diversity audits of course content and teaching and learning plans	Apr 2024	AP (Q&D) Quality Development Specialist	Teaching and learning audit of Moodle content took place. Reported at teaching and learning committee in Oct 2021.	

Outcome 4: At Borders College, staff and students will feel more confident to report hate incidents and harassment **Outcome Lead(s): Head of Student Services**					
Indicator(s)	Actions(s)	Timescale	Responsibility	Progress 2021-22	Overall Progress
• Improved awareness and analysis of student experience in relation to safety and inclusion • Improved student and staff awareness of hate crime and support available • Improved student and staff uptake in accessing support	Collect and analyse student feedback related to hate crime through existing student consultation processes	Apr 2023	Students' Association Support Officer, EDI Officer	Working group established with consideration being given to the appropriate timing for this survey/focus group activity.	
	Explore opportunities to improve accessibility of reporting processes, including the opportunity to implement a Report and Support tool	Apr 2025	EDI Officer, Head of Student Services, Student Services Team Leader, Learning Support Manager, Mental Health Counsellor	Hate Crime working group established. Currently exploring mechanism to track hate incidents reported through pro solutions. Reporting form created to be hosted on Sharepoint. This will allow staff to report specific areas of concern in relation to safeguarding, hate crime, harassment and other areas of concern to SLT members. BC represented on Fearless Edinburgh group and sub-group looking at ways to improve hate crime reporting to Police Scotland.	
	Develop an Equally Safe action plan to address violence against women and girls	Apr 2023	EDI Officer, Head of Student Services, Student Services Team Leader, Learning Support Manager, Mental Health Counsellor	Gender-Based Violence session scheduled for November WLT. Discussion activity will identify key actions/commitments that will form our Equally Safe action plan.	
	Develop equality themes for each academic year including campaigns,	Apr 2022	EDI Officer, Students' Association Support Officer,	Race/anti-racism: Micro-aggressions campaign running throughout Black History Month in October	

	training and awareness raising		Head of Student Services, Head of Marketing, Student Services Team Leader	Discussion through EDI Committee regarding utilising Advance HE race equality assets/tools Anti-racism webinars available through 'Conversation to Change' webinar series. Racism courses available through skillsbooster. Courses to be launched promoted during Black History Month	