



# **Equality Outcomes**

## **2025-2029**

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## **Section 1**

### **Introduction**

At Borders College we are proud of our commitment to ensuring equality, diversity and inclusion for our entire College community.

We have a strong ambition to provide a truly inclusive environment valuing and respecting diversity and ensuring equality of opportunity for everyone. We aim to remove barriers and advance equality for groups who experience disadvantage in our society. We work hard to create a community where everyone feels safe, welcomed, supported and respected.

We have made significant progress on our equalities journey, but we remain highly cognisant of the persistent inequalities which continue within our wider society. The publication of the National Equality Outcomes by the Scottish Funding Council and Equality and Human Rights Commission, highlights the inequalities still experienced in Colleges and Universities in Scotland.

### **Context for Borders College Equality Outcomes**

Borders College has responsibilities under the Equality Act 2010 to comply with the Public Sector Equality Duty (PSED). This duty aims to make sure that organisations are thinking about how their decisions, plans and policies affect people with different protected characteristics. The protected characteristics under the Equality Act are; age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership race, religion and belief, sex and sexual orientation.

Beyond these nine protected characteristics identified by law, Borders College recognises that other people can often experience disadvantage and discrimination in our society, including care experienced people, carers, including young carers, and where there is social exclusion or deprivation.

Borders College Equality Outcomes 2025-29 are specific outcomes, within our power to achieve, based on evidence for an equality group, such as those who share a particular protected characteristic or group of protected characteristics.

Border College Equalities Outcomes have been prepared by considering;

- The progress made with the College's Equality Outcomes Action Plan 2021-25
- Evidence and data gathered through the College's Equality Mainstreaming Report 2025
- Expectations from Equality & Human Rights Commission and Scottish Funding Council around the National Equality Outcomes (NEOs)<sup>1</sup>
- Furthering one or more needs of the general duty of the PSED
- Other evidence relating to people who share a relevant protected characteristic

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<sup>1</sup> [Tackling persistent inequalities together](#)

Borders College has identified Equality Outcomes which have been aligned around themes which focus on College need and relevant National Equality Outcomes. The rationale for these outcomes can be found on Page 5.

## **Theme: SAFETY**

**Outcome 1: Borders College Community will feel increased ‘safety’ at College, and have more confidence in the processes, procedures and supports in place.**

## **Theme: CURRICULUM**

**Outcome 2: Borders College will deliver for students a curriculum which further embeds equalities within and across it.**

## **Theme: SUCCESS**

**Outcome 3: Borders College will improve the success and retention rates of students across identified age groups, and students who have a disability and/or declare a mental health condition.**

## **Equality Outcome 2025-29 Action Planning Process**

This process will;

- Be a consultative process which will take responsible steps to involve people who share a relevant protected characteristic or anyone who is able to represent the interests of those people.
- Ensure the working action plan is detailed and has clear and specific targets, actions and measures for success identified for each of the equality outcomes.
- Allow for outcome leads and action owners to be clear about targets, measures and responsibilities, and to continue to ensure that links across other College action plans are visible and relevant.
- Allow opportunities for students and staff to contribute to the delivery of the outcome actions.
- Be a live document/process which is responsive to need and change, and to the College’s capacity for delivery.

This process will continue following the College’s Equalities and Inclusion Committee and publication of our Equality Mainstreaming Report, both of which are in April 2025.

## Section 2

The rationale for the College's Equality Outcomes and how they relate to relevant NEOs are detailed below.

<b>SAFETY</b>	
<b>Equality Outcome</b>	<b>Borders College Community will feel increased 'safety' at college, and have more confidence in the processes, procedures and supports in place.</b>
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• This outcome will build on the positive actions and progress from Outcome 4 in Borders College Equality Outcome Action plan 2021-25.</li> <li>• There is a considerable focus on safety within the National Equality Outcomes therefore the College can continue to build opportunities to explore what this means for Borders College and to improve the feelings of safety and belonging and a positive student experience within particular groups. This also aligns to the SFC Student Satisfaction Survey.</li> <li>• This outcome allows the College to respond to appropriate national actions/campaigns, and to continue to build our partnerships with local organisations.</li> <li>• The College has a relatively new Report for Support process. At this stage there is limited quantifiable data and information to measure impact.</li> <li>• The College has is limited survey/data around the NEOs below. The College can now build on this and plan actions accordingly.</li> <li>• The theme of safety links and overlaps with the College's Trauma Informed work.</li> <li>• This outcome allows for targeted diversity campaigns within the College's Equalities Calendar.</li> </ul>
<b>Protected Characteristics &amp; NEOs</b>	<p>All students, staff, and visitors to Borders College and in particular; -</p> <ul style="list-style-type: none"> <li>• NEO 17 (Sexual Orientation) - Lesbian, Gay and Bisexual staff and students report that they feel safe being 'out' at university and college.</li> <li>• NEO 8 (Race)- Staff and students feel supported and safe and are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress</li> <li>• NEO 12 (Religion or Belief) - Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose</li> <li>• NEO 13 (Sex) - Staff and students know how to access support about violence, harassment and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose</li> <li>• NEO 14 (Sex) -Institutions can evidence approaches that prevent and respond to violence, harassment and abuse</li> <li>• NEO 5 (Disability) -Disabled staff and students report feeling safe in the tertiary system</li> <li>• NEO 7 (Gender Reassignment) - Trans staff and students report feeling safe to be themselves in the tertiary system</li> </ul>

<b>CURRICULUM</b>	
<b>Equality Outcome</b>	<b>Borders College will deliver for students a curriculum which further embeds equalities within and across it.</b>
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• This outcome builds on the actions from Outcome 1 from Borders College Equality Outcomes 2021-25 and considers next steps and direct actions to address imbalances on courses, in particular gender imbalance and how we continue to work towards the Scottish Funding Councils Gender Action Plan targets for 2030.</li> <li>• Considerable (and ongoing work) has been carried out to ensure the curriculum at Borders College is tailored to meet the needs of our Region and consider our wider and global and sustainable development goals, this is reflected in our Strategic Plan and our SEAP 2024/25. The College has identified a need to review curriculum content to consider how equalities is understood and delivered within and across the curriculum, both within curricular areas and for wider societal understanding and effective participation. This strongly links with the Sparqs Student Learning Experience model and EDI focus within Learning &amp; Teaching audits.</li> <li>• By reviewing equalities within and across the curriculum it provides the College with the opportunity to embed equalities and diversity in innovative and sustainable ways, and ensure it is antiracist.</li> <li>• This outcome (and the relevant NEO below) allows the College to focus on the attainment levels of racial groups in data collections. <i>(note: the % of students from differing racial groups is low and could result in individuals being tracked rather than groups, further discussion should take place around this).</i></li> </ul>
<b>Protected Characteristics &amp; NEOs</b>	<p>All staff and students will benefit from a curriculum offer which is diverse, representative and inclusive in its learning, teaching and delivery. Particular groups will also benefit, these include;</p> <ul style="list-style-type: none"> <li>• NEO 9 (Race) Institutions should have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist</li> <li>• NEO 16 (Sex) - Institutions will have regard to significant imbalances on courses and take action to address it</li> </ul>

<b>SUCCESS</b>	
<b>Equality Outcome</b>	<b>Borders College will improve the success and retention rates of students across identified age groups, and students who have a disability and/or declare a mental health condition.</b>
<b>Rationale</b>	<ul style="list-style-type: none"> <li>• As Borders College continually aims for improvement in student success and retention rates, and in overall student experience, this outcome will build on the successful actions of Outcome 3 from the Borders College Equality Outcomes 2021-25 and focus on progressing success and retention rates across identified groups of students.</li> <li>• This outcome will align with specific actions from the SEAP allowing for collaborative work across the College.</li> <li>• This outcome allows the College to focus on the identified NEOs aligned to this outcome as well as to work towards the College specific data identified in the Equality Mainstreaming Report 2025.</li> </ul>
<b>Protected Characteristics &amp; NEOs</b>	<p>Students across age and disability:</p> <ul style="list-style-type: none"> <li>• NEO 2 (Age) The success rates for college students aged under 19 will improve</li> <li>• NEO 3 (Disability) - Success and retention rates of college students who declare a mental health condition will improve</li> <li>• NEO 4 (Disability) - Disabled students report feeling satisfied with the overall support and reasonable adjustments received, including from teaching staff, while on their course.</li> </ul>

Borders College has identified specific National Equality Outcomes which will continue to be mainstreamed and will not feature within a specific Equality Outcome within the College's Equalities Action Plan for 2025-29.

<b>National Equality Outcomes</b>
<ul style="list-style-type: none"><li>• NEO 6 (Disability) - Where representation is not proportionate to the relevant population, increase the representation of disabled staff in the workforce and on college Boards and university Courts.</li><li>• NEO 10 (Race)- Where representation is not proportionate to the relevant population, increase racial diversity and address any racial diversity issues in College Boards.</li><li>• NEO 11 (Race) - Where representation is not proportionate to the relevant population, increase the racial diversity of teaching and non-teaching staff to align with student representation in the sector.</li><li>• NEO 15 (SEX) - Men (staff and students) know how to access mental health support, recognising intersectionality within that group.</li></ul>
<b>Rationale</b>
<p>Our data, and reports over time show that the diversity of College staff and student population is representative and proportionate to the local context. Diversity is important to Borders College and building on the work from Outcome 2 from our Equality Outcomes 2021-25, we can continue to encourage wider representation of our workforce and College Board through our current processes and evaluation of these, and also through our ongoing monitoring and periodic reviews of data. This will allow the College to continually monitor how representative and proportionate our staff and board are and act if required. Our approach to the NEOs above is that they can be progressed through our ongoing mainstreaming actions and processes within People Services, Marketing, and Equalities.</p> <p>The College is confident that our current and any new approaches to Men's Mental Health will be mainstreamed into our equalities work, within other outcomes and actions. This will be monitored through our ongoing processes and evaluations.</p> <p>Should this or our data change, and if capacity allows the College can consider to focus on these NEO's in a more detailed approach or as a specific and targeted outcome.</p>

Any actions and data around these 4 NEOs can be gathered and evaluated to monitor progress, identify good practice or areas of concern.

### **Monitoring and Review**





Borders College will monitor progress of the Equality Outcomes and Action Plan on an ongoing basis through the Equalities & Inclusion Committee. Updates will also be provided to the Senior Leadership Team, the Curriculum, Quality & Student Experience Committee, and to the Regional Board where appropriate.

### **Contact**



The contact for this Borders College Equality Outcomes and Action Plan is the Equality, Diversity & Inclusion Officer. Contact details can be found below if there are questions or comments in relation to the content and format of this document.



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## Borders College Equality Outcomes 2025-29 Action Plan

Theme: Safety		Outcome Lead: Equality Diversity & Inclusion Officer			
Equality Outcome	Borders College Community will feel increased ‘safety’ at college, and have more confidence in the processes, procedures and supports in place.				
Related National Equality Outcomes (NEO’s)					
All students, staff, and visitors to Borders College and in particular; - <ul style="list-style-type: none"><li>• NEO 17 (Sexual Orientation) - Lesbian, Gay and Bisexual staff and students report that they feel safe being ‘out’ at university and college.</li><li>• NEO 8 (Race)- Staff and students feel supported and safe and are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress</li><li>• NEO 12 (Religion or Belief) - Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose</li><li>• NEO 13 (Sex) - Staff and students know how to access support about violence, harassment and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose</li><li>• NEO 14 (Sex) -Institutions can evidence approaches that prevent and respond to violence, harassment and abuse</li><li>• NEO 5 (Disability) -Disabled staff and students report feeling safe in the tertiary system</li><li>• NEO 7 (Gender Reassignment) - Trans staff and students report feeling safe to be themselves in the tertiary system</li></ul>					
Sustainable Development Goals					
Targeted Focus	Success Measures				
Students and staff feel safe to be themselves at college.	<ul style="list-style-type: none"><li>• Improved staff and student responses to survey questions about safety &amp; belonging (use 2024 survey as baseline).</li><li>• Increase in safety survey response rates in surveys.</li><li>• Increase in positive feedback &amp; data of feeling safe at college.</li><li>• No significant differences/variation in responses by protected characteristics.</li><li>• Collective understanding across the college community of what safe looks and feels like.</li></ul>				

Improve the experience of students and staff from protected groups.	<ul style="list-style-type: none"><li>• Reduction in withdrawal rates of students from protected groups and positive trends in student retention, attainment, and outcomes from protected groups.</li><li>• Increased engagement with belonging &amp; safety initiatives (clubs, groups, events, campaigns)</li><li>• Improved trends and increased engagement from staff and students from/representing protected groups.</li><li>• Increase diversity of student voice.</li><li>• Review support for students and staff from protected groups.</li></ul>
Increase confidence in the report processes and support procedures for bullying, harassment, violence and abuse.	<ul style="list-style-type: none"><li>• Pathways for reporting and support are easily accessible and understood.</li><li>• Reduction over time in instances of bullying, harassment, violence and abuse.</li></ul>

Theme: Curriculum		Outcome Lead: Assistant Principal Delivery & Sustainability	
Equality Outcome	Borders College will deliver for students a curriculum which further embeds equalities within and across it.		
Related National Equality Outcomes (NEO's)			
All staff and students will benefit from a curriculum offer which is diverse, representative and inclusive in its learning, teaching and delivery. Particular groups will also benefit, these include;			
<ul style="list-style-type: none"><li>• NEO 9 (Race) Institutions should have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist</li><li>• NEO 16 (Sex) - Institutions will have regard to significant imbalances on courses and take action to address it</li></ul>			
Sustainable Development Goals			
Targeted Focus	Success Measures		
Show improved gender balances across programmes of study.	<ul style="list-style-type: none"><li>• Embed positive action to reduce gender imbalance within each sector.</li></ul>		
Attainment data for students across racial groups will be monitored by delivery teams and reported on at Learning & Teaching Committee.	<ul style="list-style-type: none"><li>• Positive attainment data for students.</li></ul>		
Design and implement a framework to successfully embed EDI within curriculum content and across wider delivery.	<ul style="list-style-type: none"><li>• Embedding a critical interrogation of EDI in learning and teaching cycle and delivery content.</li><li>• Staff commitment to EDI within and across delivery areas.</li><li>• Commitment to collaboration, resources, innovation and development across the college.</li><li>• Effective partnership working across college teams and with relevant external networks/organisations.</li><li>• Sustainable monitoring approaches.</li></ul>		

Theme: Success		Outcome Lead: Director of Student Services	
Equality Outcome	Borders College will improve the success and retention rates of students across identified age groups, and students who have a disability and/or declare a mental health condition.		
Related National Equality Outcomes (NEO's)			
Students across age and disability: <ul style="list-style-type: none"><li>• NEO 2 (Age) The success rates for college students aged under 19 will improve</li><li>• NEO 3 (Disability) - Success and retention rates of college students who declare a mental health condition will improve</li><li>• NEO 4 (Disability) - Disabled students report feeling satisfied with the overall support and reasonable adjustments received, including from teaching staff, while on their course.</li></ul>			
Sustainable Development Goals			
Targeted Focus	Success Measures		
Improved tracking for students under 19.	<ul style="list-style-type: none"><li>• Success and retention rates will improve for this group.</li></ul>		
Increased engagement in induction and wider college activities for students over 19.	<ul style="list-style-type: none"><li>• Increased participation rates</li><li>• Student feedback surveys demonstrate high levels of satisfaction</li><li>• Year on year increase in the number of student-led groups</li></ul>		
Enhanced support for students for students with a mental health condition.	<ul style="list-style-type: none"><li>• Success and retention rates will improve</li><li>• Improved reporting on support in place for students disclosing a mental health condition</li><li>• Student satisfaction scores among students with declared mental health conditions increase</li></ul>		
Staff training and awareness for disability & wellbeing.	<ul style="list-style-type: none"><li>• Increase in the number of training sessions delivered</li><li>• Pre and post training confidence levels show improvement</li><li>• Increase referrals to learning support and wellbeing services</li></ul>		

In additional to these specific actions, a number of equalities activities and outcomes will be delivered through the College's Equalities Calendar, progressed through areas identified in the Mainstreaming Report 2025, and through responsive opportunities which meet the needs of the college community or national campaigns.