



Easy Ready Equality Report 2025

This easy read report tells you what Borders College does to make sure that everyone at our college is treated fairly and given the same chances. This is called Equality. We have lots of people in college who work together to make sure that this happens.

There is a law called the Equality Act which makes sure that people are being treated fairly.

We write reports every 2 years to tell people about how well we are doing with our equality work.

What we do;

- We will stop people from being treated unfairly for who they are. This is called **discrimination**.
- We will make sure everyone has the same chance to do things or get help.
- We will help everyone to have good relationships with each other.

We also respect different kind of people and characteristics. There are 9 characteristics which are protected by law.

Protected Characteristics

Age

Disability

Gender

Race/ethnicity

Religion

Whether you are lesbian, gay, bisexual or transgender

Whether you are married or not

If you are pregnant or on maternity leave.

Sometimes people that have protected characteristics are treated unfairly or face discrimination. This is not right. Equality law is there to make sure everyone who has a protected characteristic is treated fairly.

At Borders College we look at how our work is helping people. It is important for us to ask students and staff if there are things in their life that might affect how well they get on at College. This might be not having enough money, living with a disability or not knowing who to ask for help. This is our equality work.

Here is a list of some of our equality work.

- We work with lots of services which help our students and staff to get help and support.
- We have a Students' Association which represents the views of all students and helps to make the student experience better.
- We make sure all staff complete equality, diversity and inclusion training.
- When we look at our policies, guidelines and plans we think about how our students and staff will get fair and equal access to our services and support.
- We make sure students and staff get the chance to talk about equality and diversity and have the opportunity to join in with equalities work.
- When we are making important changes to how we do things at college, we always think about how these changes will affect our staff and students and people with protected characteristic.
- We put support in place for students who need extra help while at college. This could be because they are disabled, don't have enough money or food, or have a difficult home life.
- Disabled staff and students can have **reasonable adjustments** made to help them in their workplace.

Reasonable adjustments – These are changes made to a workplace to help disabled people to do their job like anyone else.

- We have been trying to get more male and female students on courses to improve the gender split in groups.
- We have been doing lots of work to support the mental health of our students and staff.
- We are developing a whole college plan to make sure our college knows and understands more about trauma.
- We have an updated British Sign Language Plan which supports sign language users in our college.
- We have plans to support people who are care experienced.

Care Experienced – anyone who is, or has been looked after by someone else

- We have improved ways that students and staff can tell us if they don't feel safe at college.
- We take a trauma informed approach to all our work.
- When we are making important changes to how we do things at College, we always think about how these changes will affect our staff and students. This is called an **Equality Impact Assessment**

Equality Impact Assessments are completed when we change the way we do something at College. They help us think about how the change we make will affect people with protected characteristics and make sure we don't treat these groups unfairly.

At Borders College we also have Equality Outcomes. These are aims which help to make our equality work better. We put these outcomes into a plan. We have an Equalities plan for 2025-2029.

Here is what is in this plan.

Outcome 1

Borders College Community will feel increased 'safety' at college, and have more confidence in the processes, procedures and supports in place.

- We want students and staff to feel physically safe at college.
- We want students and staff to feel safe to be themselves.
- We will make sure that people with protected characteristics feel safe at college.
- We will make sure we have help and support for people who need to report any incidents which make them feel unsafe.

Outcome 2

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

- We will find ways to get a better balance of students on courses, for example how to get more male and female students on courses to improve the gender split in groups.
- We will make sure that students from different groups have equal success at college, for example students from different racial groups.
- We will make sure that the courses and activities we deliver have equality, diversity and inclusion in them.

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.

- We will make sure that students under the age of 19 have better success at college.
- We want our students to tell us that they are happy and satisfied with what is provided at college.
- We will provide more activities for students to join in with.
- We will improve our support for mental health.
- We will provide more staff training around wellbeing and disability.

If you have any questions about equalities, please contact the College's Equalities Officer Hilary Broatch (hbroatch@borderscollege.ac.uk)

You can read our full Mainstreaming and Equality Outcomes plans and report here: <https://www.borderscollege.ac.uk/documents/equality-documents>