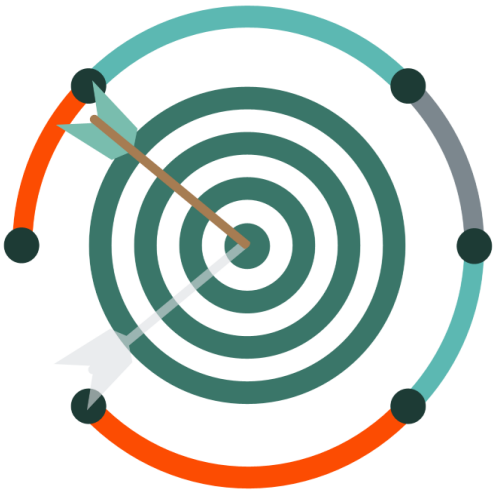
WEST COLLEGE SCOTLAND

Equality Outcomes

2021-2023



Overview

Timeframe

The Specific Equality Duties (Scotland) Regulations state that listed authorities must use equality evidence to develop Equality Outcomes which will enhance how the authority can pay due regard to the General Equality Duty, namely the duty to advance equality, eliminate discrimination and promote good relations.

The Regulations state that Equality Outcomes should be developed at least every four years. These Outcomes set out what we want to achieve in a two year period as opposed to four. The reason for this shorter timeframe is because of the extraordinary circumstances – we want to be as responsive as we can as soon as we can.

We anticipate that our Equality Outcomes will be iterative, and emerging data will drive how we proceed.

Equality Evidence

A comprehensive portfolio of evidence which we used to develop these Outcomes is published in our EDI Report 2021.

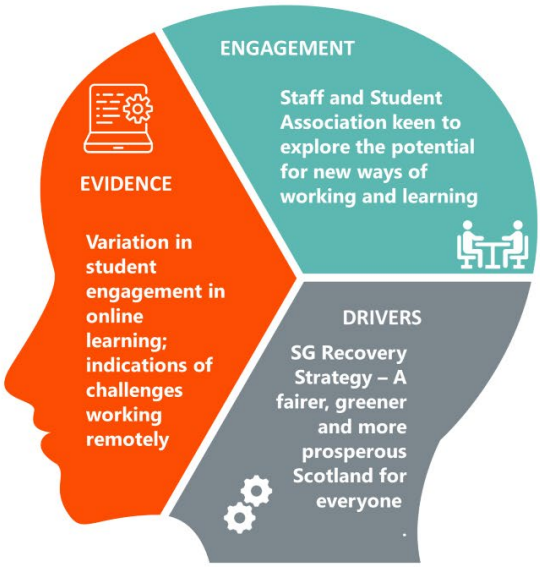
This document sets out the main rationale for our Equality Outcomes and key methods to achieve these. It is accompanied by an Action Plan which sets out the timeline, responsibilities and indicators of success.

Equality Outcomes 2021-2023

1. During and post pandemic, staff and students from protected groups are supported and engaged in the recovery process
2. We stand up to racism and progress race equality
3. We enhance the wellbeing of all our staff and students
4. We are digitally inclusive

Outcome 1: During and post pandemic, staff and students from protected groups are supported and engaged in the recovery process.

RATIONALE



KEY METHODS

ENGAGE

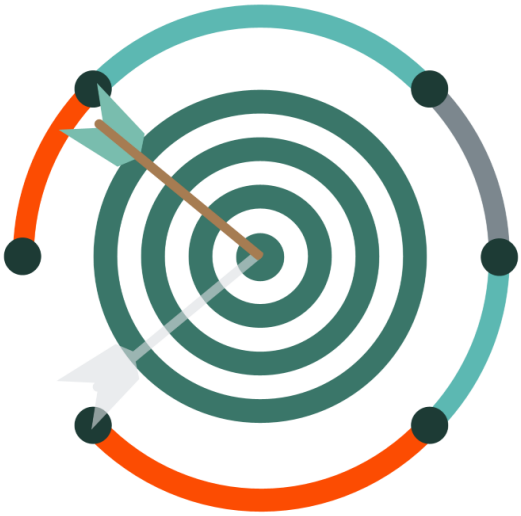
Learn more from staff and students about their pandemic experience

ANTICIPATE

Systematically consider the needs of protected groups in transition and recovery

IDENTIFY OPPORTUNITIES

Consider if change can address deep seated challenges faced by protected groups



WORK TOGETHER

Ensure the safety of all our staff and students in the transition and consider the diverse requirements of protected groups

EMPATHY

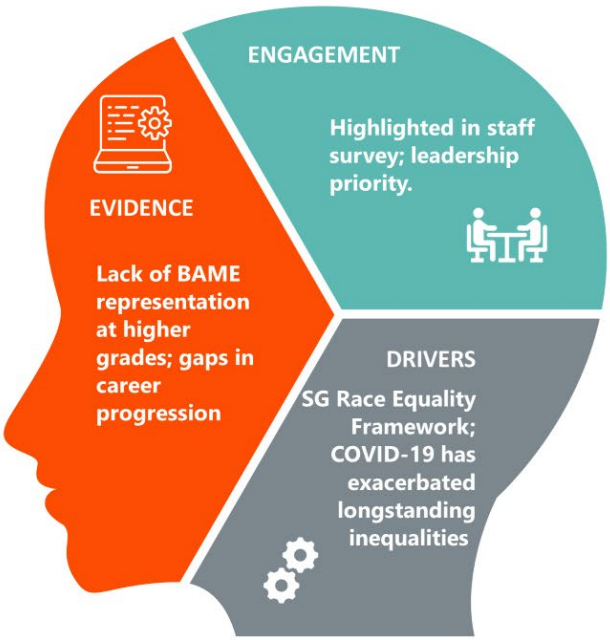
Compassion and understanding each other's experience will be demonstrated

COMMUNICATE

Ensure timely and accessible information is provided about mobilisation

Outcome 2: We stand up to racism and progress race equality.

RATIONALE



KEY METHODS

INCREASE REPRESENTATION

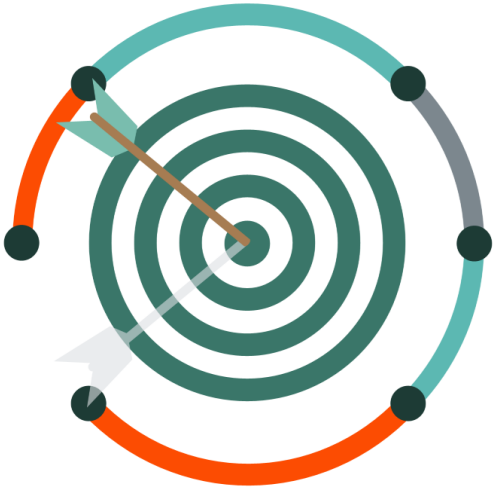
Increase the percentage of BAME staff overall and at management levels

REVIEW RECRUITMENT

Use the Scottish Government Race Equality Toolkit and make changes to progress equality

DEVELOP COMPETENCY

Assess and develop staff's understanding of racism



STRUCTURAL BARRIERS

Critically assess and address

UNCONSCIOUS BIAS

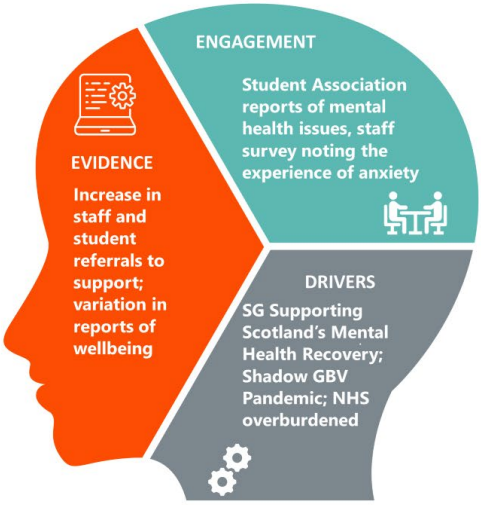
Raise awareness of its impact and make effective use of Project Implicit test

ARTICULATE ANTI-RACISM

Publicly promote the College's anti racist approach and be a better ally

Outcome 3: We enhance the wellbeing of our staff and students

RATIONALE



KEY METHODS

EVIDENCE BASED

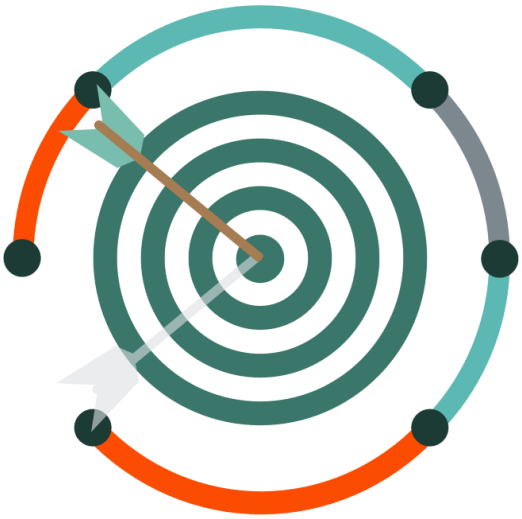
Take account of student and staff data to identify key emerging trends and support the development of appropriate actions in relation to wellbeing

COMMUNICATION

Further develop current college communication mechanisms to promote awareness of positive wellbeing and signpost support

BUILDING COMPETENCY

Develop a staff training matrix to ensure that all college staff have access to appropriate CPD



REDUCE STIGMA

Talk about this more - plan, deliver and evaluate promotional campaigns

MULTI AGENCY

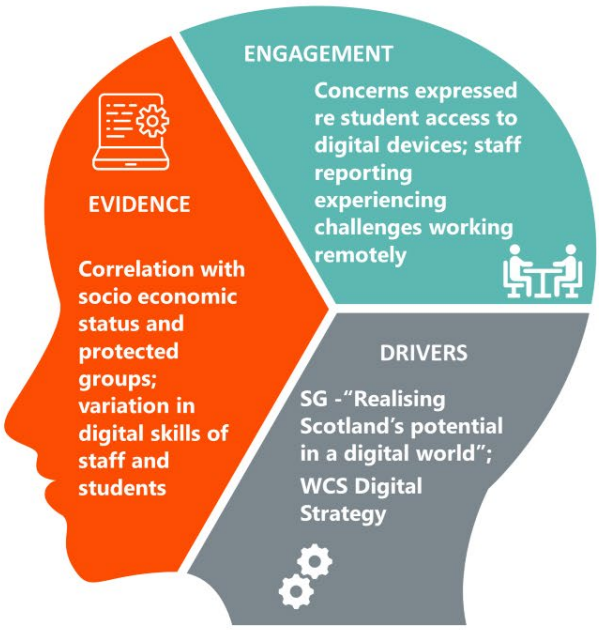
Develop further partner networks to enhance practice, including NHS, SAMH, NUS

SUPPORT SURVIVORS

Develop reporting mechanism and explore how we can enhance support for women who experience Gender Based Violence

Outcome 4: We are digitally inclusive

RATIONALE



KEY METHODS

PERSONALISATION

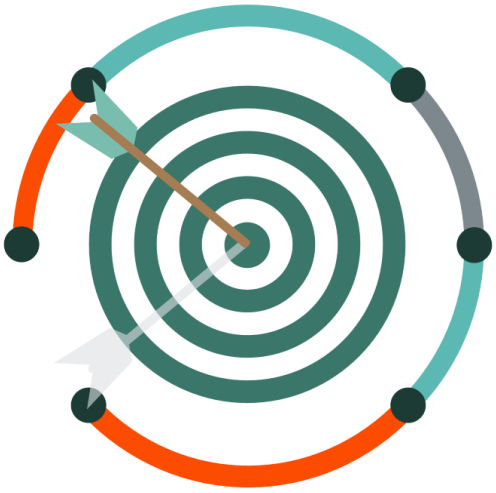
Ensure that we meet the diverse skills development needs of protected groups

INCREASE ACCESS

Target provision of devices to students most in need

DELIVERY

Adapt, edit and create digital learning and teaching resources to ensure an inclusive digital learning environment



INFRASTRUCTURE

Advancing equality will be a focus in our evaluation, selection and investment of digital software

PARTNERSHIP WORKING

Engage and learn from partners such as JISC in enhancing digital access

PROMOTE

Ensure that staff and students are aware of our range of digital resources and tools which can enhance accessibility

During and post pandemic, staff and students from protected groups are supported and engaged in the recovery process.			
Action	**Responsibility**	**Date**	**Indicators**
Conduct Staff Survey to learn about pandemic experience	Dir OD&HR	May 21	Survey results
Use output of Staff Survey to inform EDI practice	EDI Manager	June 21	Enhancement of practice
Conduct Student Survey	AP Performance and Skills	November 21	Survey results
Use output of Student Survey to inform EDI practice	EDI Manager	December 21	Enhancement of practice
Engage with Student Association re recovery/transition	EDI Manager	June 21	Output of engagement
Mainstream equality in transition	EDI Manager	AY 2020-2021	Transition supports protected groups
Ensure health and safety practice considers diverse requirements of protected groups	Head OD&HR	May 21	Health and Safety processes are inclusive
Review pandemic Communications; assess and use to inform future Communications	EDI Manager	June 21	Communications assessment
Analyse emerging data regarding protected characteristics of 2021-2022 and use to inform practice and focus resource.	EDI Manager	June 21	Data sharing with EDI Committee

We stand up to racism and progress race equality.			
Action	**Responsibility**	**Date**	**Indicators**
Review recruitment using the Scottish Government Race Equality Toolkit. Use results of review to develop practice to attract diversity.	Dir OD &HR	Jan 22	Outputs of Review shared with EDI Committee
Analyse occupational segregation with reference to BAME staff	EDI Manager	Sep 21	Analysis shared
Enhance staff understanding of racism with CPD	Head OD&HR	Dec 22	Increased competency
Critically assess institutional barriers	EDI Manager	Mar 22	Identification of barriers

Raise awareness of unconscious bias through promotion of Project Implicit	OD Manager	Jan 22	Increased awareness
Promote recruitment opportunities on diverse media	EDI Manager	Dec 22	Evidence of reach
Publicly communicate leadership commitment to being an ally	Communications and Marketing	Sep 21	Statement promoted
Aim to Increase proportion of BAME staff from 1.7% to 2.5%	Dir OD &HR	April 23	Recruitment data

We enhance the wellbeing of our staff and students			
Action	**Responsibility**	**Date**	**Indicators**
Investigate further student data to understand more about concentration of students with mental health conditions in curriculum areas. Share findings with Curriculum Quality Leaders and Enabling Services.	EDI Manager	Mar 22	Data sharing
Further develop College communication mechanisms to promote awareness of wellbeing and signpost supports and resources available.	Healthy Working Lives	Jan 22	Increased engagement with online College resources available
Promote existing resources to support staff wellbeing.	Healthy Working Lives	Aug 21	Increased number of staff engaging with various support mechanisms
Implement student and staff initiatives which promote wellbeing.	Healthy Working Lives	June 22	Decreased stigma and increased initiatives
Plan, deliver and evaluate at least three College-wide promotional campaigns throughout the academic session.	Healthy Working Lives	June 22	Increased staff and student awareness of strategies to support wellbeing
Identify and share examples of best practice related to wellbeing across learning and teaching within the College.	EDI Manager	Sep 22	Enhanced practice

Develop a training matrix to provide staff with access to CPD in relation to wellbeing.	Head of OD & HR	Jan 23	Staff training matrix in relation to wellbeing developed
Improve how we respond to survivors of gender based violence	AP Student Life and Skills	Jan 23	Increase in staff competencies
Develop further partner networks to enhance practice	EDI Manager	June 22	Increase in College partnerships
Digital Wellbeing Workstream to develop initiatives to enhance wellbeing	AP Creativity and Skills	Dec 21	Improvement in wellbeing

We are digitally inclusive			
Action	**Responsibility**	**Date**	**Indicators**
Share best practice in digital inclusion with Digital Strategy Group	EDI Manager	June 21	Increased confidence in digital inclusion
Learn from emerging evidence regarding digital learning and use to inform action to improve digital inclusion	EDI Manager and AP Creativity and Skills	Dec 21	Evidence inform inclusive practice
Review Equality Audit Tool to incorporate increased focus on digital access	AP Performance and Skills	Jan 23	Audit Tool more responsive to digital inclusion
Ensure digital inclusion is embedded within our evaluation, selection and investment in digital software	Director of Infrastructure	April 23	Software meets the needs of protected groups
Engage further with JISC to enhance practice	Enabling Services Manager AP Creativity and Skills	Jan 23	Enhanced practice

Target provision of devices to students most in need	Director of Infrastructure and AP Creativity and Skills	Annually until June 2023	Number of devices
Promote awareness of College's range of digital resources and tools which complement accessibility	Communications and Marketing: Digital Strategy Group	Annually until June 2023	Increased awareness of resources and support available