

# 2025

## Equality Mainstreaming Report



South  
Lanarkshire  
College  

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East Kilbride

### Legal Framework & Compliance



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# Contact Details



We are inclusive and diverse, and this is one of our values.

We are committed to the FREDIE principles of Fairness, Respect, Equality, Diversity, Inclusion and Engagement.

To find out more about our Vision, Mission & Values click on FREDIE.

[MORE INFO](#)

If you would like to request this document in an alternative format please get in touch.



Equality Officer 01355 8074382



[humanresources@slc.ac.uk](mailto:humanresources@slc.ac.uk)



# Introduction

The Equality Mainstreaming Report is designed to meet the legal responsibilities under the Equality Act 2010 and the requirements of the Public Sector Equality Duty (PSED) which includes consideration of how College policies and decisions affect people with different protected characteristics. This report covers the legal aspects of the duty, ensuring compliance with relevant legislation and, should be read in conjunction with the following detailed sub-reports all crucial for this duty:

1. **Equal Pay Statement**, Gender Pay Gap, and Occupational Segregation.
2. **Equality Outcomes 2021-2025**: Update on Equality Outcomes.
3. **Ensuring Fairness**: Monitoring Equality in Recruitment and Employment.
4. **Fostering an Inclusive and Supportive College Community**: Update on initiatives.
5. **Key Performance Indicators**: By Student Protected Characteristics.
6. **National Equality Outcomes 2025**: Addressing persistent inequalities.
7. **Equality Impact Assessment Results**: Ensuring policies and decisions are fair and inclusive.

For further information on the Equality Act 2010 and PSED, click the link.

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# Legal Framework

## Equality Act 2010

The Equality Act 2010 aims to protect individuals from discrimination in the workplace and society. It consolidates previous anti-discrimination laws into a single Act, simplifying the law and enhancing protection. The Act defines various forms of unlawful treatment and requires public authorities to comply with the Public Sector Equality Duty (PSED).

### Public Sector Equality Duty

The Public Sector Equality Duty (PSED), part of the Equality Act 2010, came into force in April 2011, replacing previous equality duties for disability, gender, and race. It requires the College to:

1. Eliminate unlawful discrimination, harassment, and victimisation.
2. Advance equality of opportunity by:
  - Removing or minimising disadvantages due to protected characteristics.
  - Meeting the needs of people with protected characteristics.
  - Encouraging participation in public life or activities where participation is low.
3. Foster good relations by tackling prejudice between different protected characteristic groups.

### Scottish Specific Duties

The College as a listed authority is subject to additional Scottish Specific Duties and is required to:

- Report on mainstreaming progress every two years.
- Publish equality outcomes every four years, covering all protected characteristics.
- Assess policy impacts continuously against the general duty needs.
- Gather and publish employee data every two years, on protected characteristics.
- Publish governing body gender composition every two years, including diversity steps.
- Publish gender pay gap information every two years.
- Publish equal pay statements every four years, for gender, race, and disability.
- Consider procurement duty on an ongoing basis.
- Ensure accessibility for all published information.

# Protected Characteristics

South Lanarkshire College takes full account of the Protected Characteristics as defined in the Equality Act 2010. It is against the law to discriminate against someone because of any of the following nine protected characteristics

1. **Age:** Specific age or age range.
2. **Disability:** Physical or mental impairment with substantial, long-term effects on daily activities.
3. **Gender reassignment:** Transitioning from one gender to another.
4. **Marriage and civil partnership:** Legal union between a man and a woman or same-sex couples, including civil partnerships.
5. **Pregnancy and maternity:** Condition of being pregnant and the period after birth, including maternity leave and breastfeeding.
6. **Race:** Group defined by race, colour, nationality, ethnic or national origins.
7. **Religion and belief:** Any religion or lack thereof, and any philosophical belief affecting life choices.
8. **Sex:** Being male or female.
9. **Sexual orientation:** Attraction towards the same sex, opposite sex, or both sexes.

# Equality from Strategy

## Vision & Mission

The Vision and Mission statements of the College Community outline its high-level ambitions, emphasising the promotion of student success, engagement with the wider community, and a steadfast commitment to equality and diversity. These statements are underpinned by a set of Values that define the expected behaviours within the community, fostering an inclusive and supportive environment for all. These are shown below:

### Vision

- To be Scotland's leading college delivering excellence

### Mission

- Preparing learners well for their future, in an outstanding learning environment and inclusive community

### Values

- Inclusive & diverse
- Passionate about our roles and responsibilities
- Continually improving
- High-achieving
- Reducing our environmental impact
- Delivering community and social value
- Committed to health, safety and wellbeing
- Creative and innovative
- A listening organisation

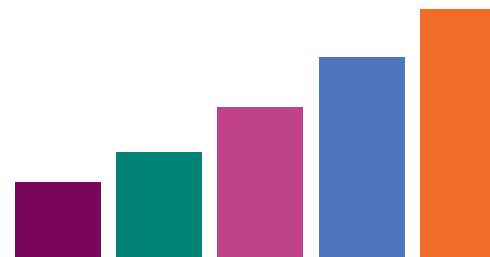
## Inclusive and Diverse

The value of being 'inclusive and diverse' is central to all College activities and to the achievement of the three strategic priorities.

For further information on the College Strategy, click the link.

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# Equality from Strategy

## Strategic Priorities

Our strategy ensures continuous improvement and development.

### Strategic Priority 1

#### Successful Students

- Equality of Opportunity
- Equality of Outcomes
- Learners achieving to the best of their ability
- Skilled and knowledgeable staff
- High Student Attainment rates
- High Post-Course success rates
- High Student Satisfaction rates

### Strategic Priority 2

#### Highest Quality Education & Education and Support

- High-quality working and learning environment
- Responsive curriculum aligned to current and future employer requirements
- Valued and enthusiastic staff
- High-quality learning and teaching
- High quality support services
- Innovative solutions
- Productive partnerships

### Strategic Priority 3

#### Sustainable Behaviours

- Effective leadership and management
- Excellent Governance
- Continuing professional learning and development
- Environmentally sustainable behaviours
- Financially sustainability
- Appropriate risk management



# Equality from Leadership

The Board of Management ensures the College meets the Equality Act 2010 requirements, and consists of 16 voluntary members and a co-opted member from various sectors.

- **Supporting Equality and Diversity:** The Board ensures the College meets legal responsibilities and helps build a diverse governing body.
- **Principal's Role:** As Chair of the College Equality Group, the Principal has executive responsibility for equality, diversity, and inclusion, ensuring staff understand their responsibilities.
- **Equality Group:** Includes employees and students, meets regularly to address equality issues, and disseminates information.
- **Equality Officer:** Promotes integration of equality and diversity initiatives by working with internal and external partners.

## Equality from Policies

The Board has a comprehensive framework to promote equality through various policies.

Key examples include:

- **Equality Policy:** Ensures equal opportunities and treatment for all.
- **Dignity at Work Policy:** Promotes a respectful and inclusive workplace.
- **Gender-Based Violence Prevention and Support Policy:** Provides support and prevention measures for gender-based violence.
- **Maternity, Paternity & Adoption Policy:** Supports employees during significant life events.
- **Menopause Policy:** Addresses the needs of employees experiencing menopause.
- **Parental and Family Leave Policy:** Offers leave options for parents and families.
- **Caring for Carers Guidance:** Supports employees who are carers.
- **Employee Wellbeing Policy:** Focuses on the overall well being of employees.

These policies, among others, demonstrate the Board's commitment to fostering an equitable and supportive environment for all.

For further information on the Board of Management, click the link.

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# South Lanarkshire College & General Duty (1)

## Eliminate Unlawful Discrimination, Harassment and Victimisation

The general duty to eliminate unlawful discrimination, harassment, and victimisation is fundamental to the way the College operates as an employer, education provider and member of the community.

### Training

- **Staff Development:** Five staff development days each academic year, plus regular professional development opportunities.
- **Mandatory Training:** An online training package that includes Equality and Diversity Training.

### Communication

- **Awareness Campaigns:** Promoted via social media, electronic screens, posters, and toilet doors to highlight issues like Gender-Based Violence, Mental Health, Stalking, and LGBT Youth Scotland.
- **Hate Crime Reporting:** The College serves as a third-party Hate Crime Reporting Centre, with trained staff to assist in reporting.

These initiatives help the College community understand, comply with, and engage in promoting equality, diversity, and inclusion.

# South Lanarkshire College & General Duty (2)

## Advance Equality of Opportunity

The College prioritises advancing equality of opportunity for both students and employees.

This commitment is reflected in strategic planning and various activities.

To support equality, the College employs several assistive technologies, such as:

- **Reachdeck:** Adds text-to-speech functionality to websites.
- **ClaroRead:** Assists with reading, writing, and studying.
- **Induction loops:** Support hearing.

The College has several accreditations, including:

- LGBT Youth Scotland Silver Award
- Investors in People Standard Accreditation
- We Invest in Wellbeing Platinum Accreditation
- Carer Positive Engaged Employer
- Disability Confident Employer

# South Lanarkshire College & General Duty (3)

## Foster Good Relations

The College integrates the general duty of fostering good relations into its daily operations. It ensures that all protected characteristics are considered in the curriculum's creation, development, and evaluation. This includes analysing enrolment, withdrawals, and success rates.

The College also hosts various community events in collaboration with different organisations to promote awareness and understanding among people with different protected characteristics. Some of these events include:

- Freshers and Refreshers
- Love your Planet
- LGBT History Month and Purple Friday
- Sign Language Week
- Free Breakfast and Lunch for Students
- Reclaim the Night
- Loaves and Fishes Foodbank

These initiatives help the College foster a more inclusive and supportive environment.

