

2025

Equality Mainstreaming Report



South
Lanarkshire
College
East Kilbride

Ensuring Fairness: Monitoring Equality in Recruitment and Employment

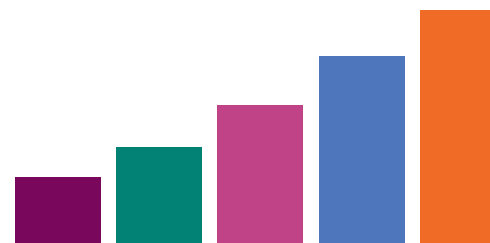


Contents

Equality - Recruitment Data



1. Contact Details	
2. Introduction: Recruitment Equality Data - Employee	
3. Age Bands: Recruitment Equality Data - Employee	
4. Gender: Recruitment Equality Data - Employee	
5. Disability: Recruitment Equality Data - Employee	
6. Ethnicity: Recruitment Equality Data - Employee	
7. Religion or Belief: Recruitment Equality Data - Employee	
8. Gender Identity, Pregnancy & Maternity & Sexual Orientation: Recruitment Equality Data - Employee	



Contents (continued)

Equality Data

9. Introduction: Equality Data - Employee



10. Sex: Equality Data - Board of Management



11. Age Bands & Sexual Orientation: Equality Data - Employee



12. Sex & Disability: Equality Data - Employee



13. Ethnicity:
Equality Data - Employee



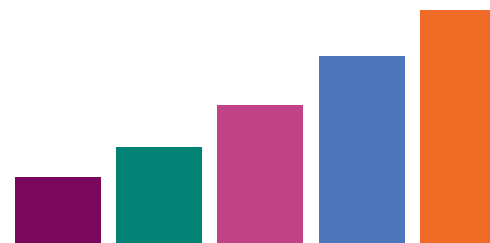
14. Carer, Pregnancy, Maternity and Family Leave:
Equality Data - Employee



15. Religion or Belief & Marriage and Civil Partnership:
Equality Data - Employee



16. Employee Retention & Continuous Professional Development:
Equality Data - Employee



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.



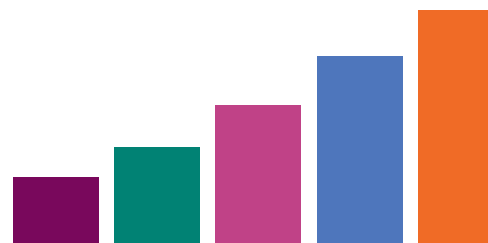
Equality Officer 01355 8074382



humanresources@slc.ac.uk



[Contents](#)



Equality Data - Recruitment

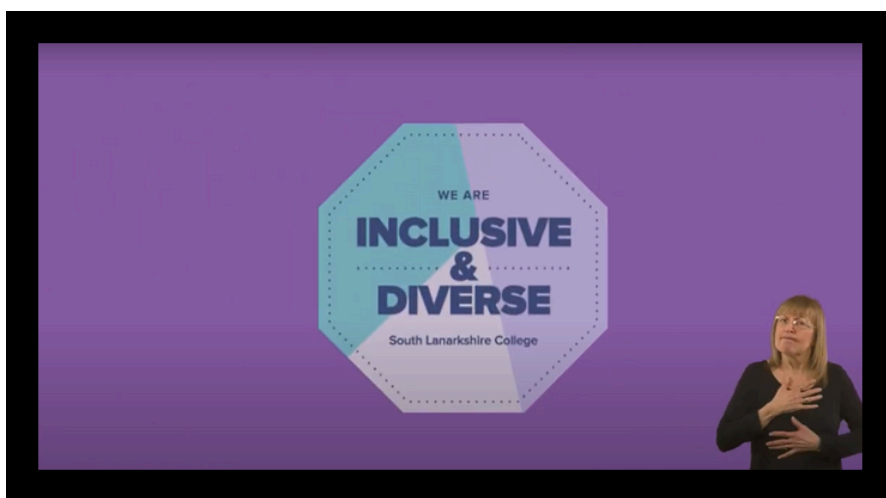


Introduction

The recruitment equality data in this report covers vacancies advertised both externally and internally across all curriculum areas, departments, and contract types.

All job applicants at South Lanarkshire College are encouraged to provide their equality monitoring information during the application stage. A short video available on the College's recruitment section of the website, featuring British Sign Language (BSL) interpretation and subtitles, explains the importance of collecting this personal information. To view the video, click the link.

[MORE INFO](#)



The College is dedicated to promoting equal opportunities in recruitment by using an anonymous process that omits all identification details from applications. Although this method does not ensure a more diverse workforce, it strives to eliminate potential bias. Currently, the College is reviewing its recruitment process to enhance fairness and inclusivity for all protected characteristics. Based on recent data, the College intends to implement measures to improve the recruitment process. The aim is to foster a more diverse and supportive recruitment environment.

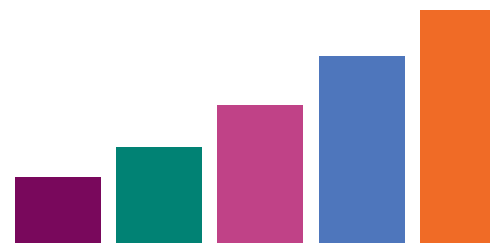
This report provides an update for the years 2022 to 2024 and is based on the total number of applicants.

FREDIE

To maintain confidentiality, when the number of applicants with a specific protected characteristic is low, we have opted to replace the chart with a statement, as highlighted by FREDIE.

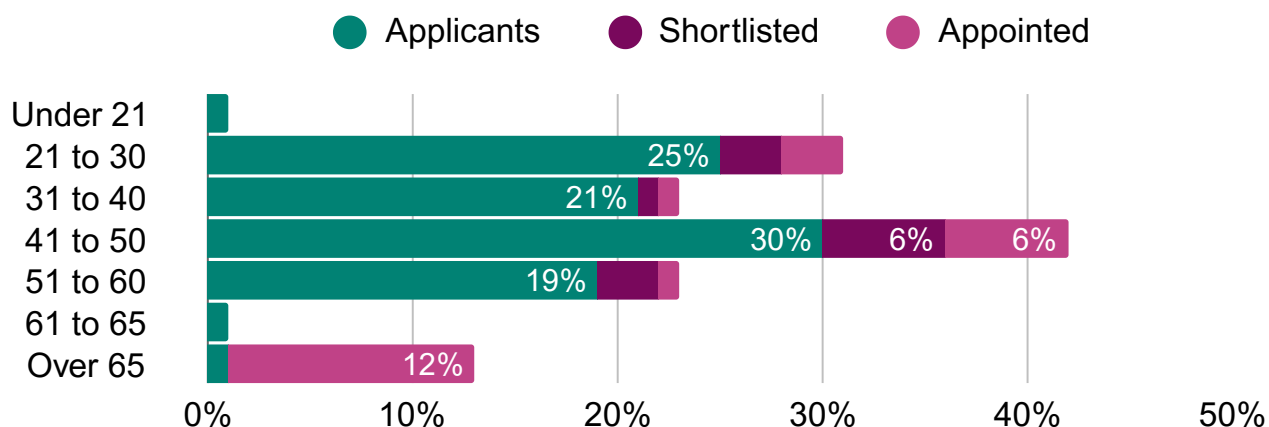


[Contents](#)

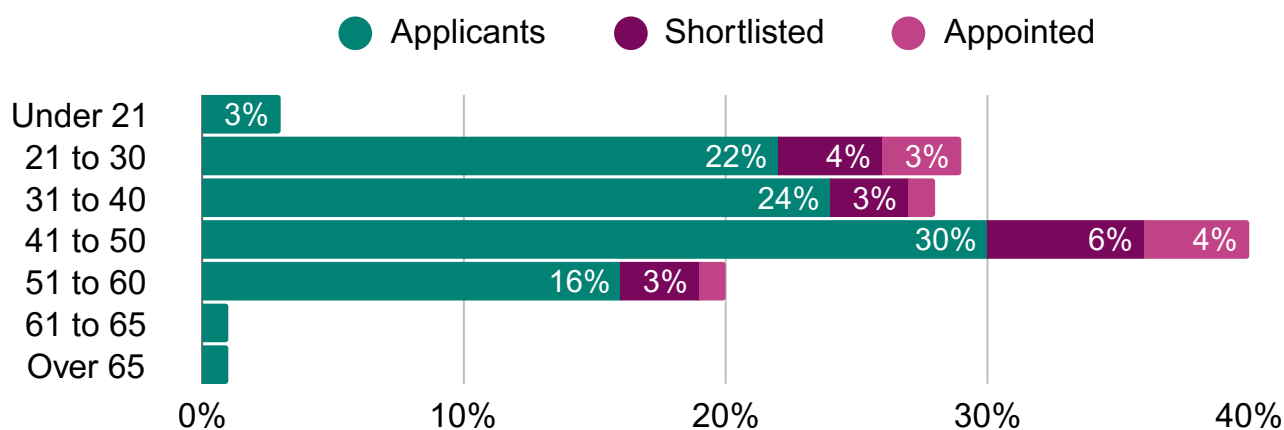


Equality Data - Recruitment

1: Age Bands 2022/2023



2: Age Bands 2023/2024



Summary:

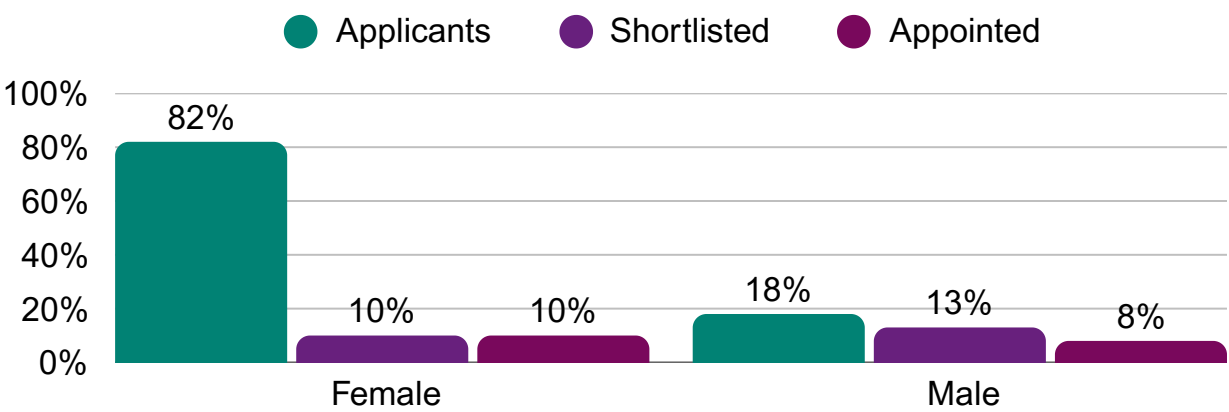
- Applicants under 21 rose from 1% to 3%, showing growing interest from younger individuals.
- Shortlisting for the '21 to 30' age group improved from 3% to 4%, while '31 to 40' remained low at 1-3%.
- The '41 to 50' age group maintained a stable applicant percentage of around 30%, with consistent shortlisting and appointment rates.
- Applicants aged '61 to 65' increased from 1% to 3%, reflecting inclusivity, but shortlisting and appointment rates remained at zero.

Progress is being made in age diversity and inclusivity, but there is room for improvement in shortlisting and hiring rates across various age groups.

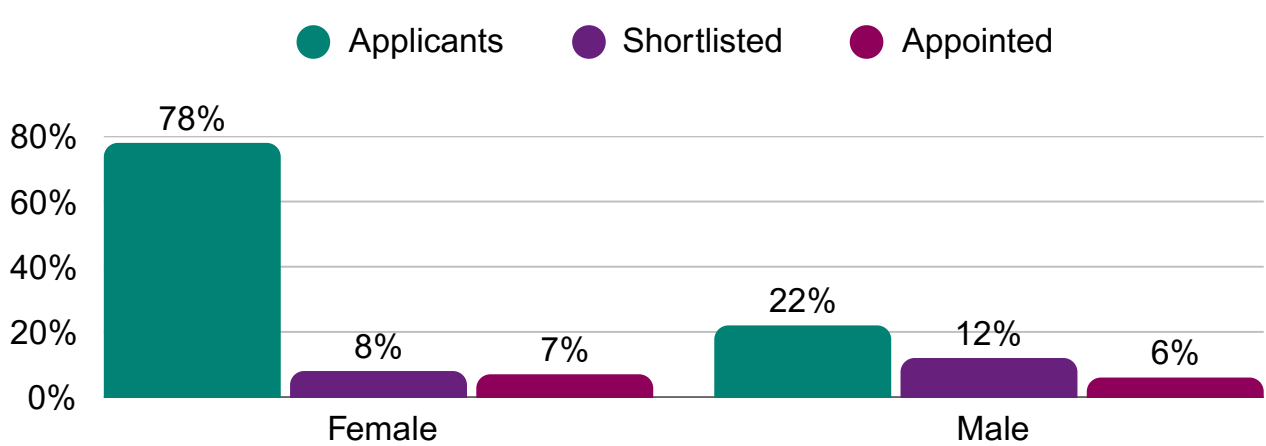
Equality Data - Recruitment



3. Gender 2022/2023



4. Gender 2023/2024



Summary:

- Women made up 82% of applicants in 2022/2023 and 78% in 2023/2024, showing high interest.
- Women shortlisted decreased slightly from 10% to 8%.
- Hiring rates for women and men were close but decreased for both genders.
- Men had higher shortlisting rates, though it decreased slightly from 13% to 12%.

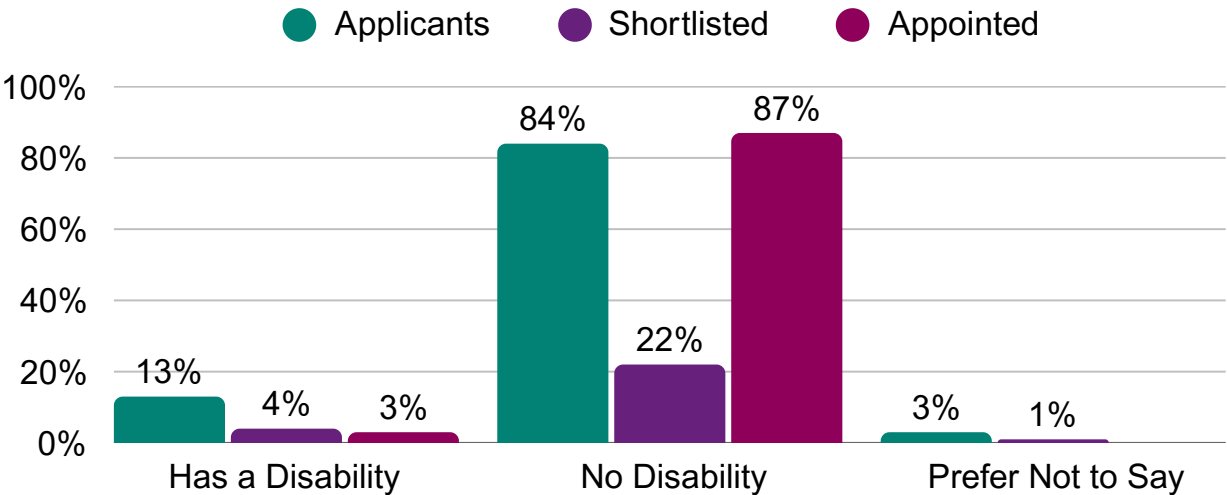
The College is progressing towards a balanced and inclusive workforce and will continue to monitor and develop an inclusive recruitment process.



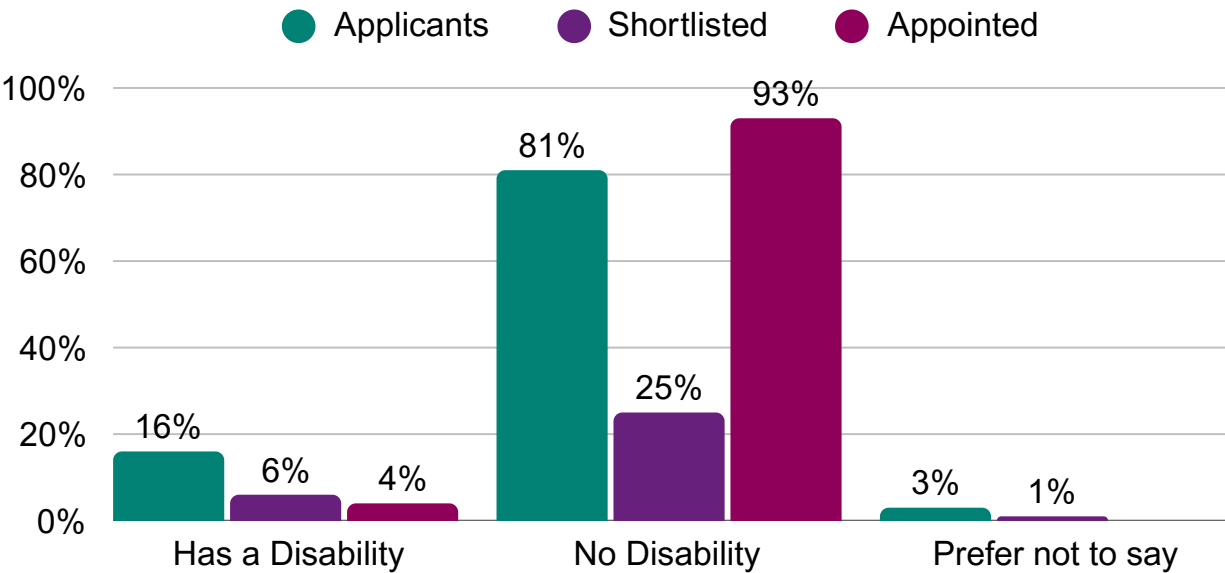
Equality Data - Recruitment



4: Disability 2022/2023



5: Disability 2023/2024



Summary:

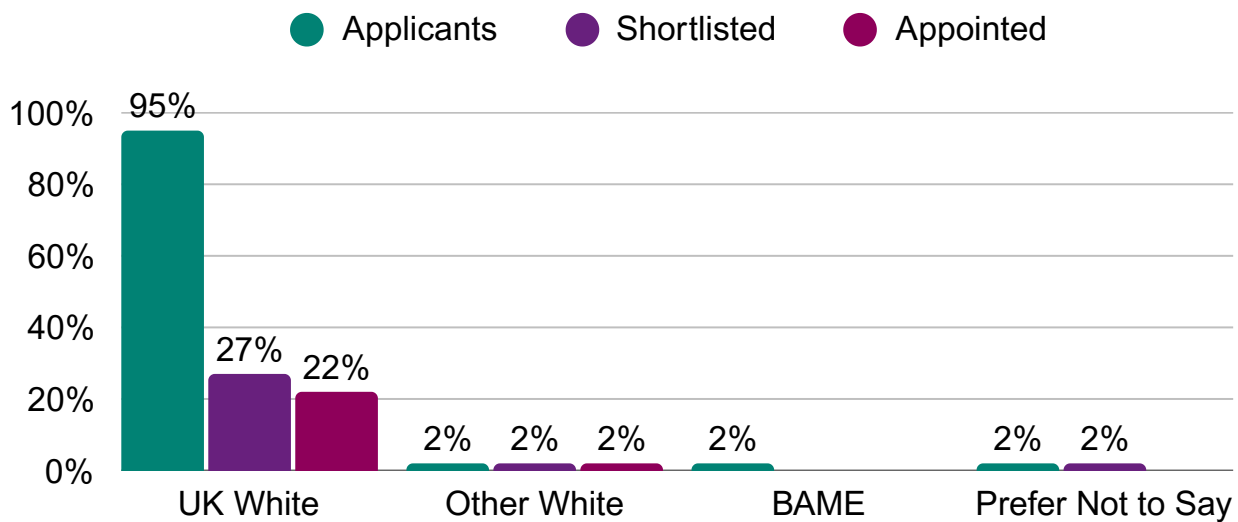
- The percentage of applicants with disabilities rose from 13% to 16%, showing increased interest.
 - Shortlisting for applicants with disabilities improved from 4% to 6%, though still relatively low.
 - Hiring of individuals with disabilities increased from 3% to 4%, but remains modest.
- In summary, the College is making progress toward inclusivity, but there's still room for improvement.



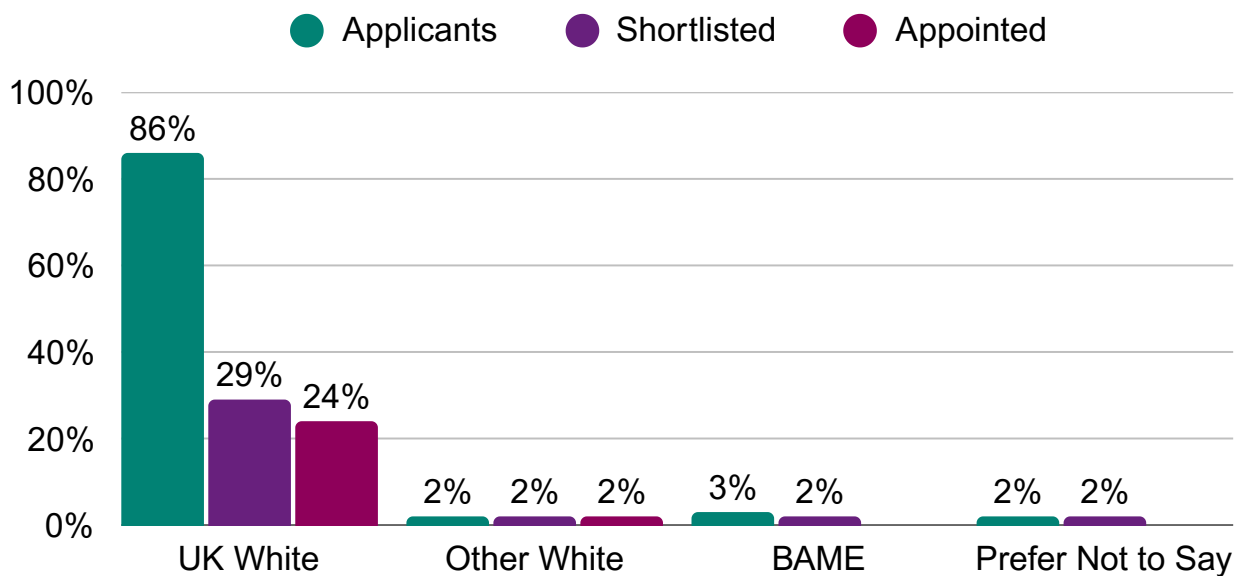
Equality Data - Recruitment



6: Ethnicity 2022/2023

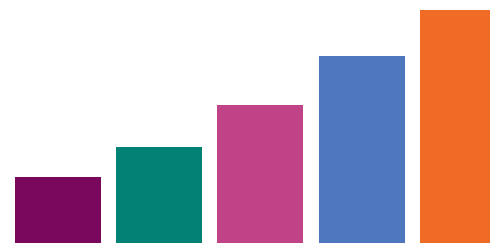


7: Ethnicity 2023/2024



Summary:

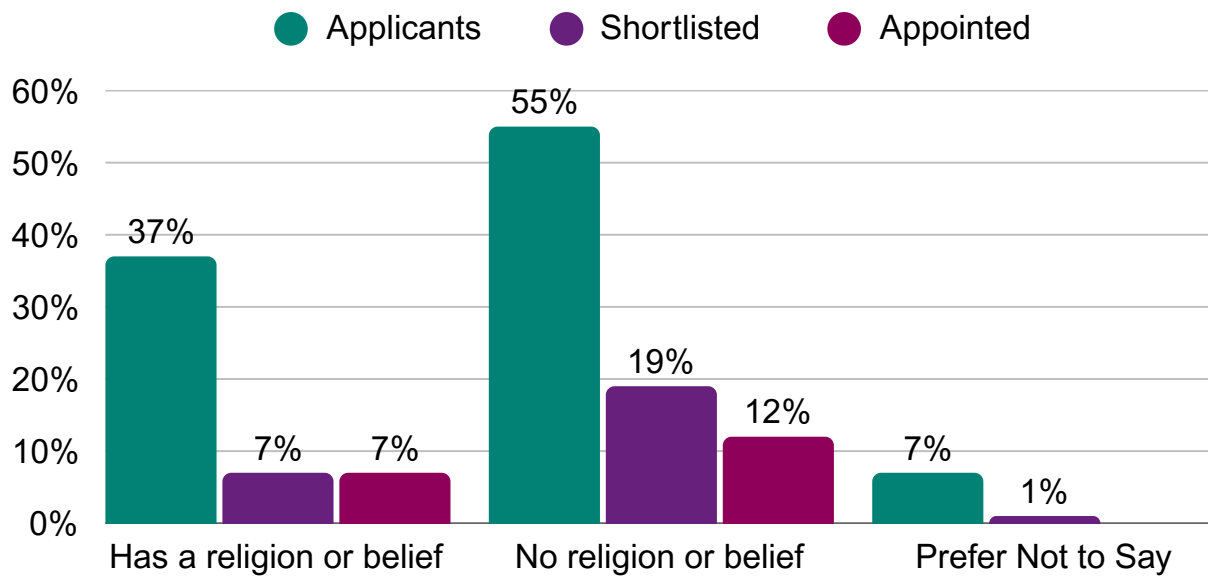
- UK White Applicants: Majority with 95% in 2022/2023 and 86% in 2023/2024. Shortlisting rates increased from 27% to 29%, and hiring rates from 22% to 24%.
- BAME Applicants: Shortlisting improved from 0% to 2%, but no appointments in both years, indicating a need for improvement.
- Other Categories: Other White and Prefer Not to Say categories remained stable.
- The College is progressing towards ethnic diversity and will look at ways of improving hiring rates for BAME applicants.



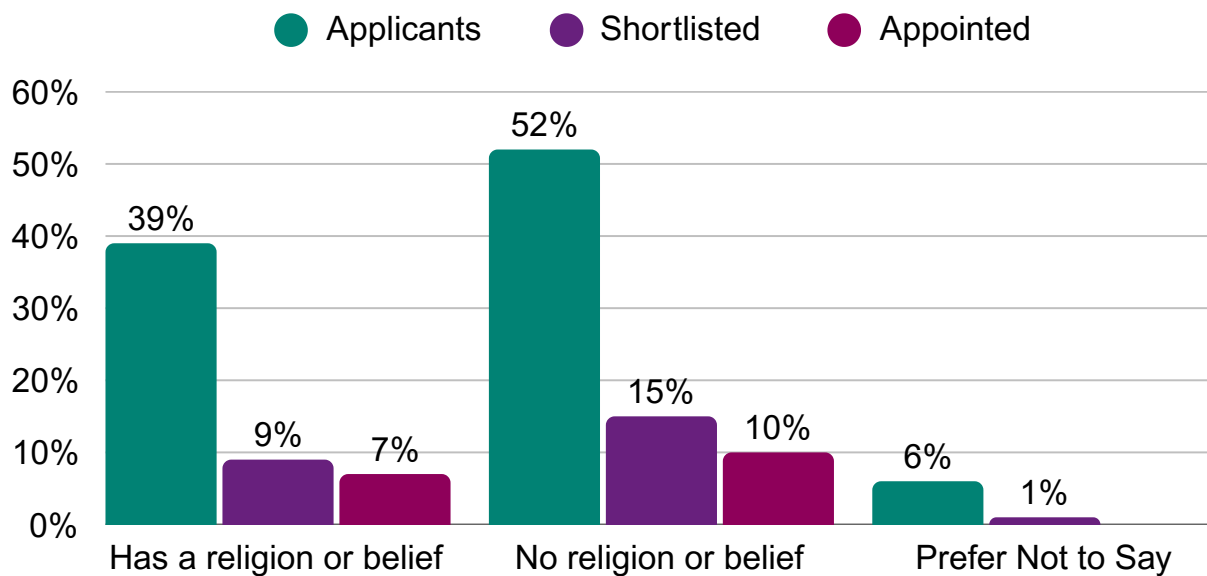
Equality Data - Recruitment



8: Religion or Belief 2022/2023

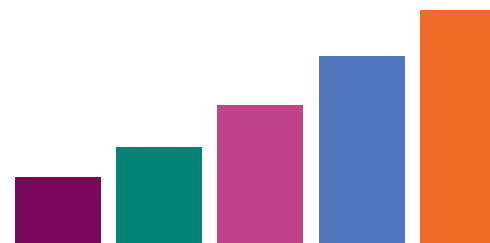


9: Religion & Belief 2023/2024



Summary

- Shortlisting for those with a religion or belief improved from 7% to 9%, but decreased for those with no religion from 19% to 15%.
- Hiring rates for those with a religion or belief stayed at 7%, while those with no religion dropped from 12% to 10%.
- Applicants preferring not to disclose their religion remained stable at around 6-7%.
- Progress is being made, but there is room for improvement in shortlisting and hiring rates for all groups.



Equality Data - Recruitment

10. Gender Identity

Almost all staff disclosed that their gender was the same as assigned at birth with a small number choosing not to say.

11. Pregnancy and Maternity

At the time of completion, no applicants reported that they were pregnant or had given birth in the last 26 weeks. 1

12. Sexual Orientation

Most applicants were heterosexual, with a small number of LGBTI+ applicants.



Equality Data



Introduction

South Lanarkshire College collects data on the nine protected characteristics (Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race/Ethnicity, Religion or Belief, Sex/Gender, and Sexual Orientation) to address equality issues, as required by the Equality Act 2010 and the Public Sector Equality Duty (PSED). This data is gathered annually from the Board of Management and employees. The report covers equality data from 2022 to 2024 for the Board of Management and employees. It also includes information on staff retention and continuous professional development. For further information on the Equality Act 2010 and the PSED, click the link.

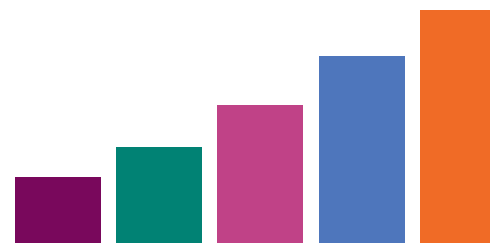
[MORE INFO](#)



In 2024, 47% of employees submitted equality data, a decrease from previous years. The new iTrent Human Resources system, launching in 2025, aims to simplify data submission. We have also observed a slight increase in the number of employees who prefer not to disclose certain information. To address this, we will implement initiatives to foster a more open and supportive environment, encouraging staff to feel comfortable sharing their information.

FREDIE

To maintain confidentiality, when the number of people with a specific protected characteristic is low, we have opted to replace charts with a statement, as highlighted by FREDIE.



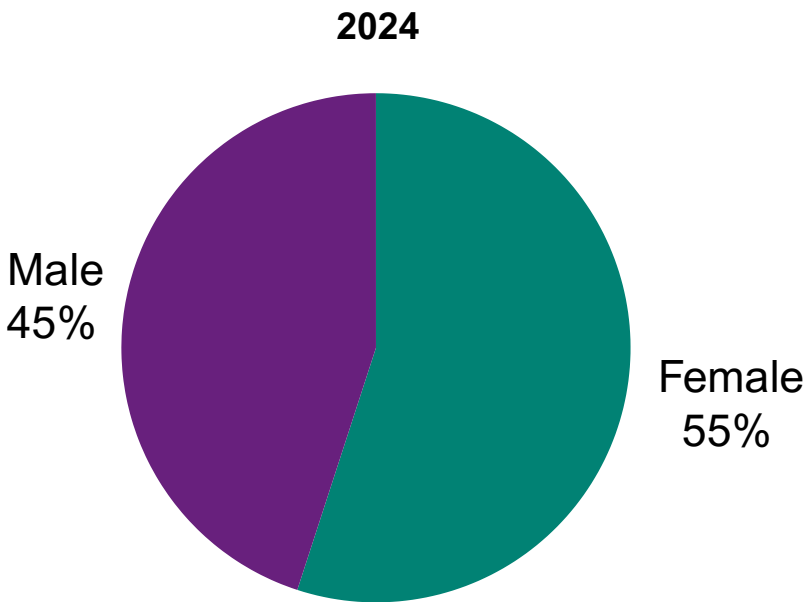
Equality Data - Board of Management



Board of Management Information

The South Lanarkshire College Board has 20 members, including staff and student representatives, and the Principal. They aim for a 50% gender balance, in line with the Gender Representation on Public Boards (Scotland) Act 2018. At December 2024, the Board was made up of 55% women and 45% men. The Board meets four times a year, with its four sub-committees meeting four times annually. Members also attend various college events. The College collects anonymised equality data to support diversity in workforce planning, aligning with the Scottish Government's diversity policy to increase diversity in Boardrooms.

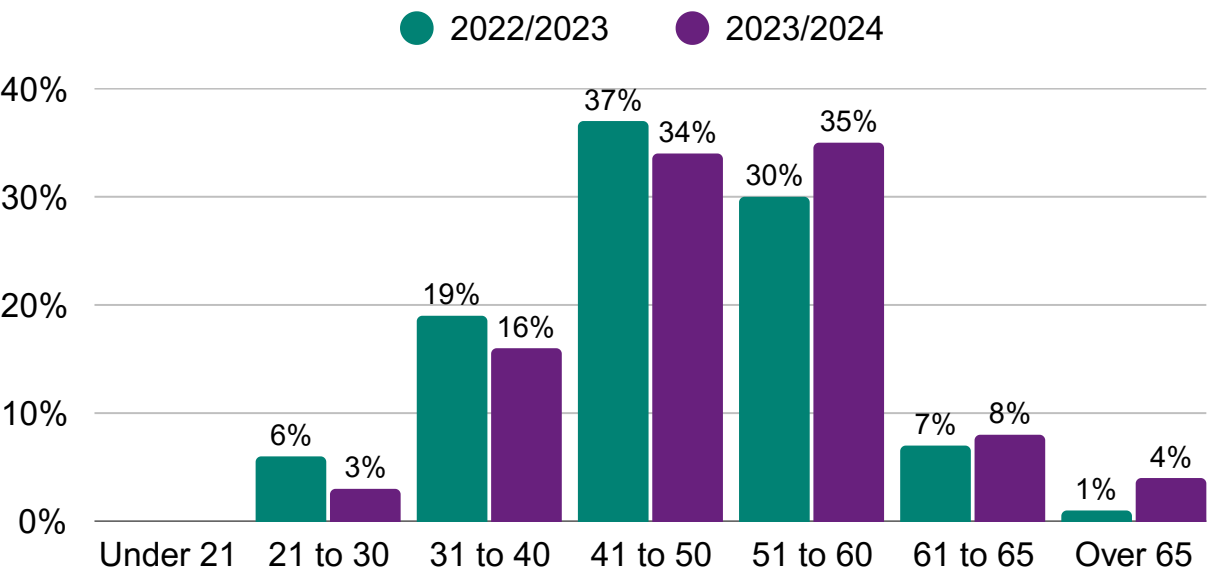
For further information on the College Board, click the link.



Equality Data - Employee



1: Age Bands



Summary:

- The percentage of staff in the 'Under 21' age band remained at 0% for both years.
- The percentage of staff in the '21 to 30' age band decreased from 6% to 3%.
- The percentage of staff in the '31 to 40' age band decreased from 19% to 16%.
- The percentage of staff in the '41 to 50' age band decreased from 37% to 34%.
- The percentage of staff in the '51 to 60' age band increased from 30% to 35%.
- The percentage of staff in the '61 to 65' age band increased from 7% to 8%.
- The percentage of staff in the 'Over 65' age band increased from 1% to 4%.

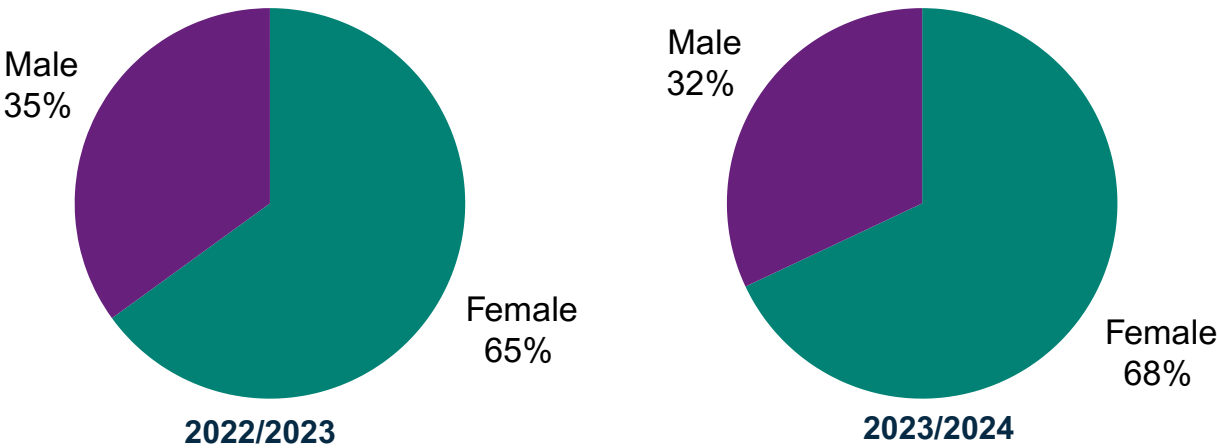
2. Sexual Orientation. Most employees are heterosexual, with a small number of LGBTI+ colleagues.



Equality Data - Employee



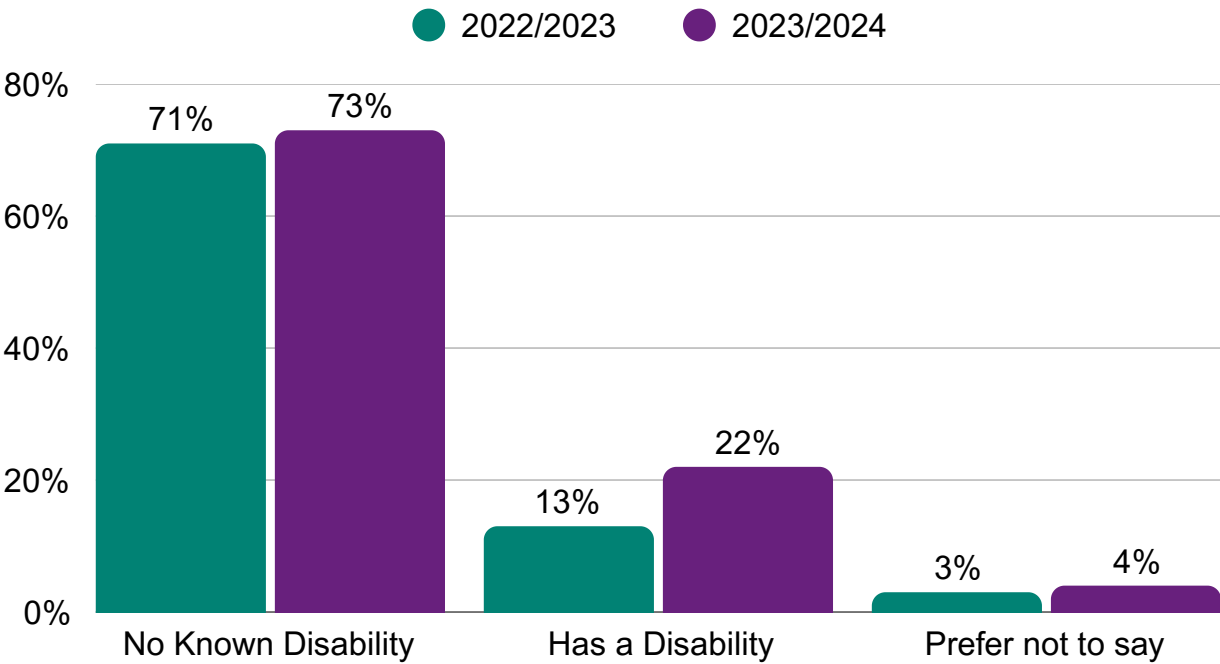
3. Sex.



Summary:

Over 65% of staff are female. This is driven by occupational segregation and the nature of courses run by the College.

4. Disability



Summary:

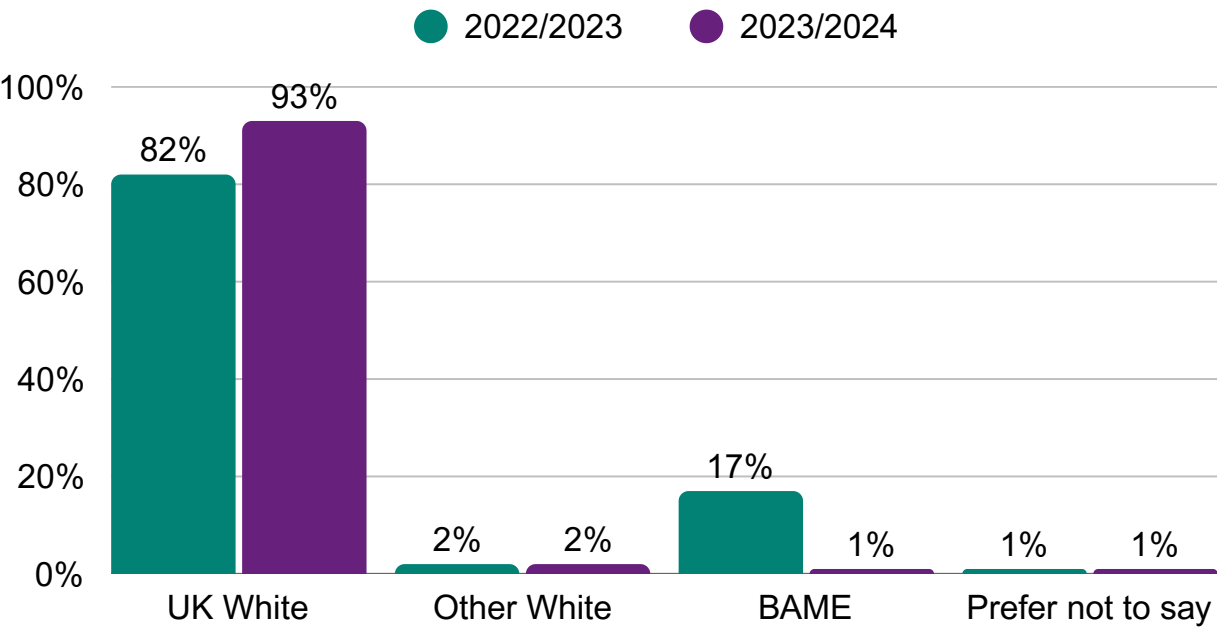
Currently, 22% of staff have disclosed at least one disability. The College, as a Disability Confident Employer, is dedicated to recruiting and retaining disabled individuals. The College has introduced a ‘Considering Adjustment Procedure’ to facilitate tailored discussions between employees and their managers about potential work adjustments.



Equality Data - Employee



5. Ethnicity



The summary of the data from the two reporting periods is as follows:

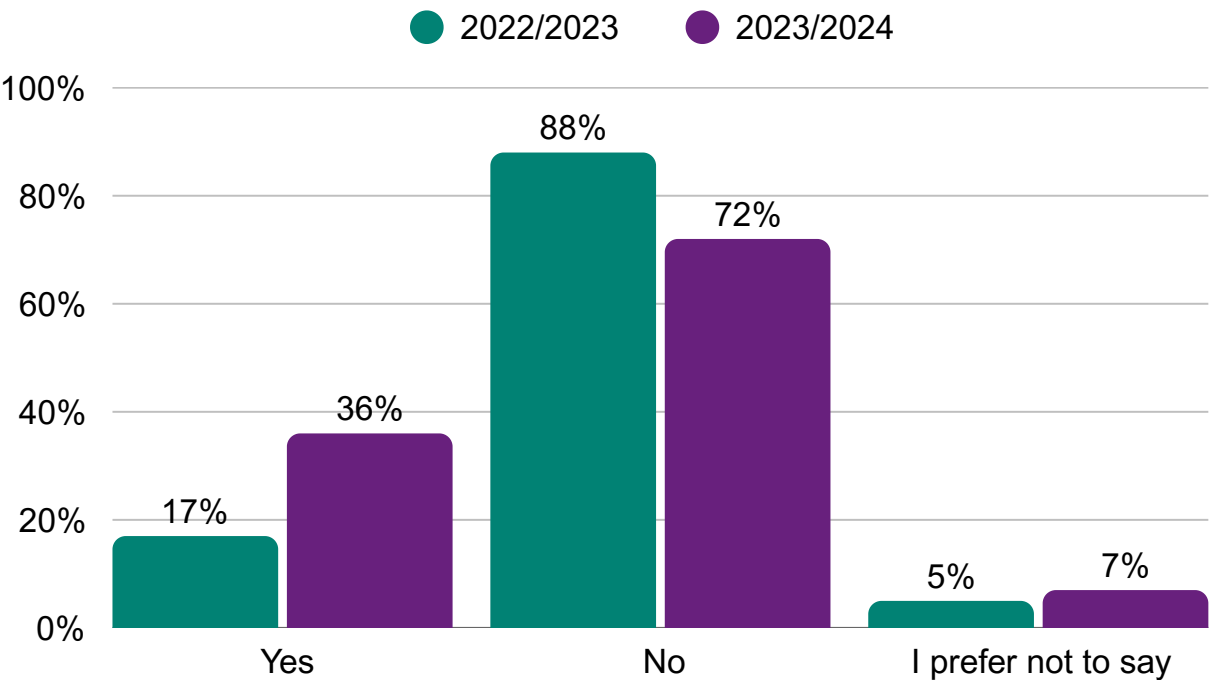
- Over 80% of employees identify as "UK White."
- 2% of employees identify as "Other White," including White Irish, Polish, and other white backgrounds.
- The term BAME (Black, Asian, and Minority Ethnic) is used to describe various minority communities in the UK.
- There has been a notable decrease in the number of employees identifying as BAME, possibly due to a lower response rate in the annual equality data collection.



Equality Data - Employee



6. Carer



Summary:

The percentage of employees disclosing caring responsibilities has increased from 17% in 2022 to 36%, likely due to the College's initiatives as a Carer Positive Employer. The College plans to continue raising awareness about the role of carers and the support available to them.

7. Pregnancy

At the time of completion, a small number of employees reported that they were pregnant.



8. Given birth-in the Last Year

At the time of completion, and over consecutive years a small number of employees reported that they had given birth in the last year.



9. Family Leave

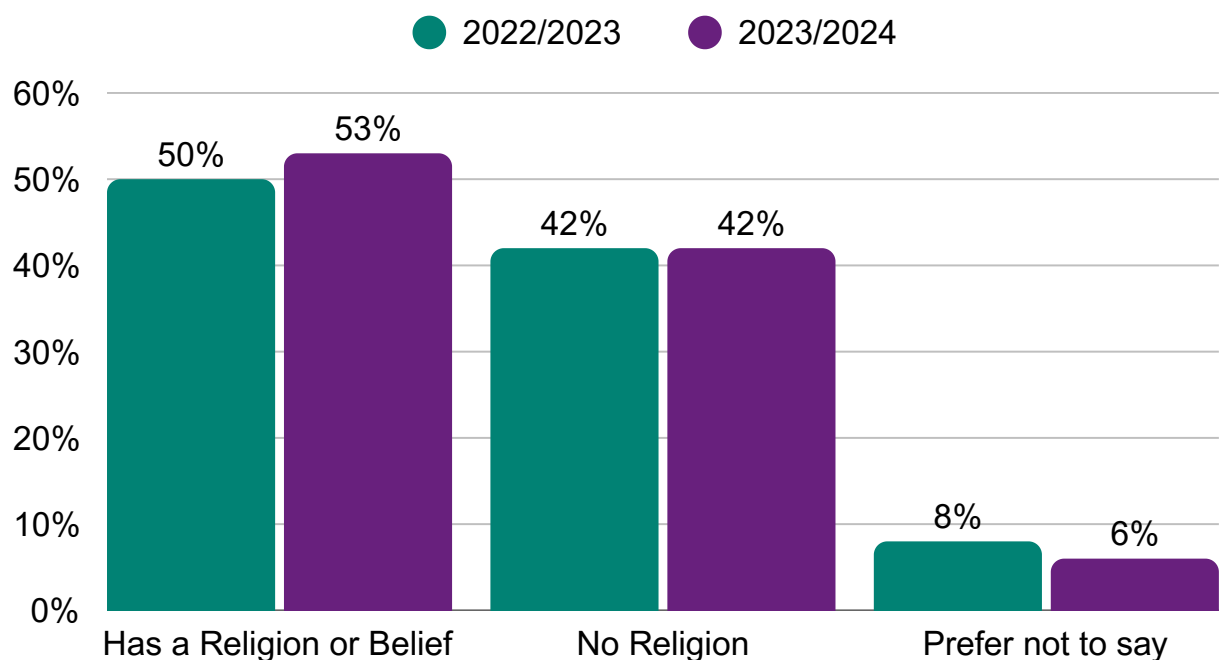
Less than 2% of employees reported that they had taken family leave in the last 12 months including maternity, maternity support and shared parental leave. We will continue to ensure that employees are aware of their parental rights at work through the promotion of relevant policies.





Equality Data - Employee

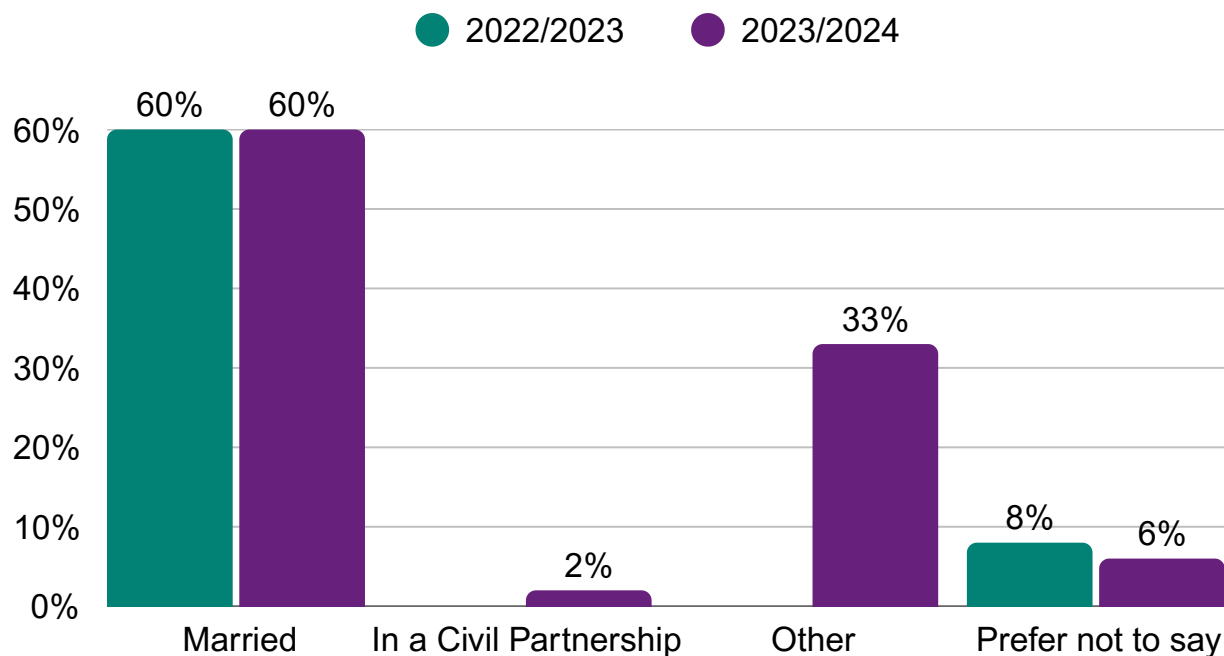
10. Religion & Belief



Summary

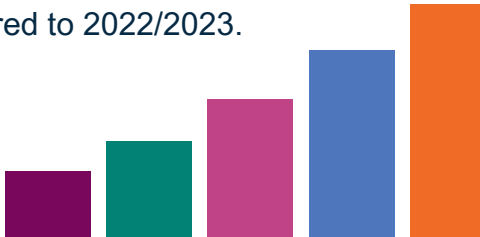
More than half of the employees identify with a religion or belief, while over 40% do not. Fewer people selected "prefer not to say" compared to 2022/2023.

11. Marriage & Civil Partnership



Summary

60% of staff reported being married, a small number are in a civil partnership, and 33% chose other. Fewer people selected "prefer not to say" compared to 2022/2023.

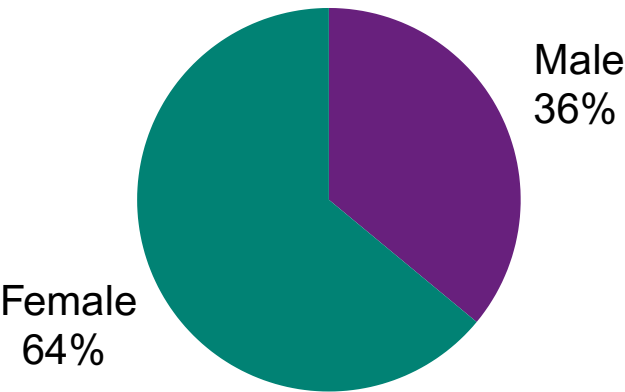


Employee Equality Data



Employee Retention

Over 2022-2024, the College saw 100 staff departures, mainly due to retirement, end of fixed-term contracts, and seeking other jobs. This aligns with its demographic profile, featuring many long-term staff aged 41-60. Departures included 36% males and 64% females, consistent with the College's demographic distribution and trends across all protected characteristics.



Continuous Professional Development

South Lanarkshire College offers a variety of Continuing Professional Development (CPD) opportunities throughout the academic year. These include:

- Mandatory courses: Teaching Qualification in Further Education (8 staff enrolled in 2024/25), Teaching in Colleges Today, Assessor and Verifier qualifications.
- Employee-identified training: Tailored to help staff develop and progress within their roles.
- Specialised training: Wella Seminars and Workshops for Hair and Beauty department staff, British Sign Language courses for inclusivity, Introduction to Psychology and Counselling to better support students.
- Online training modules: Mandatory for all employees.

These initiatives aim to enhance staff skills and create a supportive, inclusive environment at the College.



