

PROGRESS MADE IN ACHIEVING EQUALITY OUTCOMES 2017-2021

SABHAL MÒR OSTAIG - APRIL 2019

Available in large print (16pt)
And digitally.

Contact the [Principal's PA](#).

www.smo.uhi.ac.uk

Tha Sabhal Mòr Ostaig na charthannas clàraichte an Alba SC002578



Introduction

Under the Scottish specific duties of the Equality Act 2010, the College is required to prepare and publish equality outcomes every 4 years and report on progress made in achieving those outcomes, every 2 years.

The Public Sector Equality Duty (April 2011)

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion or belief
- ✓ Sex
- ✓ Sexual orientation

Equality Outcome 1 – Governance

Equality and diversity are embedded in and delivered through the College's leadership, governance and management structures and processes.

Progress

- ECU Equalities training session, designed for College Board members, delivered to Sabhal Mòr Ostaig Board members in September 2017. This training was recorded, and we now have a sound file and power-point presentation which is sent to new Board members.
- Equality Impact Assessments are carried out on new policies and major events such as the College graduation and Open Day; also, annual reports which are sent to funding bodies.
- Evaluation forms, which seek feedback on Equalities and other matters are distributed at major College events.

Actions still to be achieved

- Equality Impact Assessment to be carried out on all policies as part of the process.
- Equality Impact Assessment to be carried out on all events and new initiatives including marketing campaigns and publications.
- Evaluation forms, which include questions on Equalities matters, to be available at all major college events.
- Evaluation Feedback, which indicates areas for development, being received, discussed and acted upon.
- New college website to include an Equalities page.

Comment

There is a general focus on Equalities when planning major college events and marketing campaigns. However, the processes and steps taken in decision-making are not always recorded and published.

Equality Outcome 2 - Training

Staff and students understand and act on their responsibilities to advance equality and foster good relations between all equality groups.

Progress/Actions Achieved

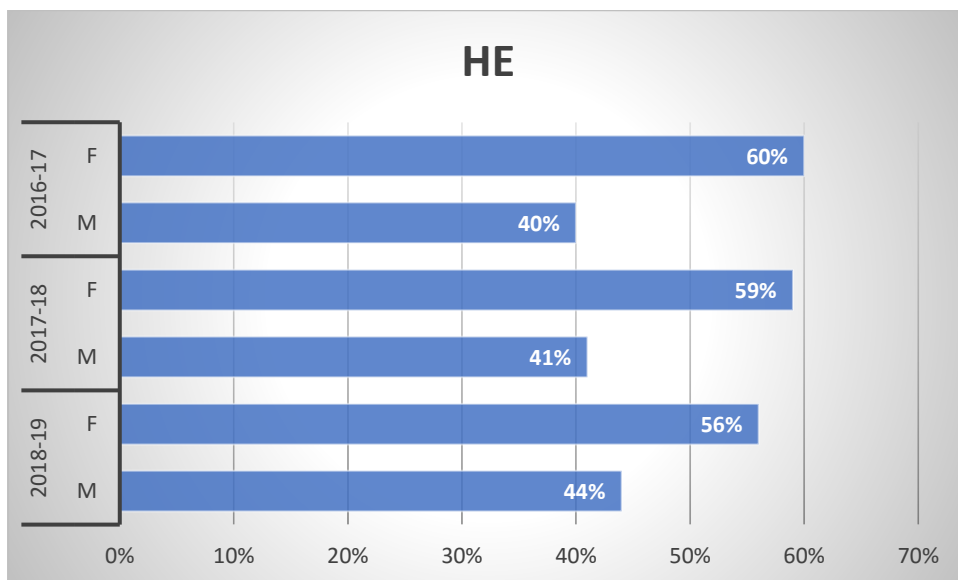
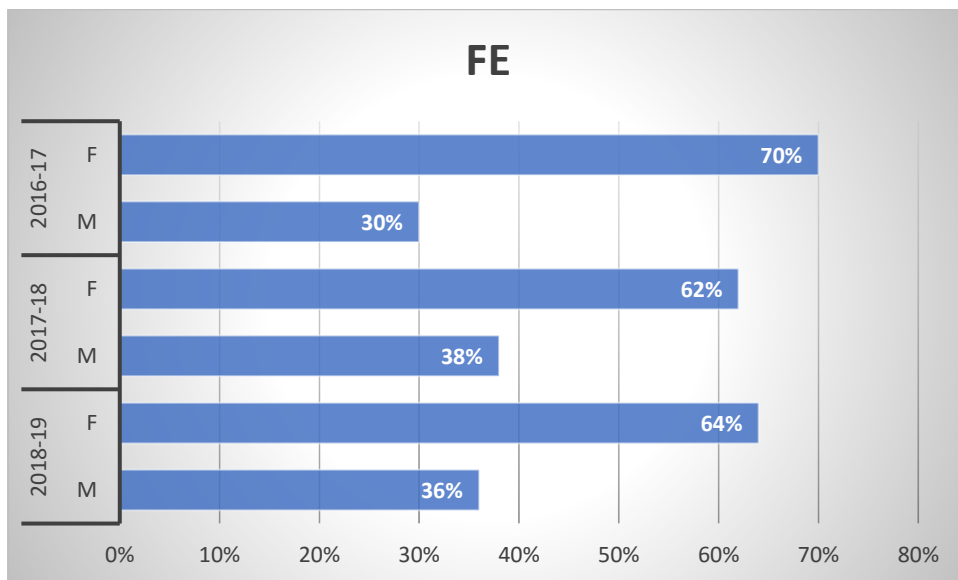
- New students receive Equalities training as part of their Induction week activities.
- New staff members are registered on *Marshall ACM* Equalities training module and on UHI Impact Assessment training module.
- Equalities training sessions in Gaelic, for staff, delivered and evaluated; these are held annually, dependant on demand.
- Students disclosing disabilities and additional support needs receive support which enables them to achieve successful outcomes.
- Events are held as part of national mental health campaigns and health campaigns in general. These events are publicised better leading to more students participating and showing support.
- Individual students and groups of students involved in video campaigns about mental health, including a prize-winner at the FILM G video awards.
- The recruitment and induction processes for both students and staff place a strong emphasis on Equalities.

Actions still to be achieved

- Greater disclosure of disabilities and other protected characteristics by staff members.
- All staff completing the online Equalities training, either online or attending face-to-face training.
- Further communication with students and with student representatives about advancing Equalities.

Equality Outcome 3 - Gender

Male student participation across Sabhal Mòr Ostaig learning provision is increased.



Progress/Actions achieved

- According to our statistics, extracted from UHI Records, there have been improvements in terms of closing the gap between male and female students on our courses, in total.
- The gap is, however, wider in respect of fulltime, on-campus students and will remain as an area for action.

- The gender disparity has been raised and debated at committee level within the college and has also been raised with external Gaelic promotional agencies such as *Bòrd na Gàidhlig*.
- We have received information from other Universities, delivering similar courses, advising that they have similar issues regarding the recruitment of male students.
- Our Marketing department ensure that the male students are at least equally represented in publicity materials.
- Both male and female students accompany the college's recruitment officer when visiting schools and careers conventions.
- Our Student liaison officer has consulted current students for ideas on initiatives to attract more male students.

Actions to be achieved

- Gather feedback and evidence and consider new initiatives.
- Increased communication with schools on this issue.
- Consider new courses which may appeal to male students.

Equality Outcome 4 - Data

Sabhal Mòr Ostaig gathers and employs comprehensive, robust evidence across all equality groups which informs action.

Staff Data, including Applicant Data is shown in our Mainstreaming Report.

Progress/Actions achieved

- Full protected characteristics gathered at the time of recruitment.
- Initiatives undertaken to gather more complete information from existing staff, explaining the need to gather this information and encouraging them to disclose their protected characteristics.

Actions still to be achieved

- More effective methods of data collection.
- Analysis of results to determine areas for development.

Equality Outcome 5 - Student Experience

There is parity of outcome and consistency of experience for all students, whatever their background, age or identity.

HE Data

Academic Year	2018-19	2017-18	2016-17
Total HE Students	194	245	247
Female	109 (56%)	144 (59%)	150 (60%)
Male	85 (44%)	101 (41%)	97 (40%)
Age - 40+	92 (47%)	124 (50%)	113 (46%)
26-40	49 (25%)	44 (18%)	48 (18%)
20-25	41 (21%)	54 (22%)	49 (19%)
16-19	12 (6%)	23 (9%)	37 (15%)
Disclosed a disability	17 (9%)	31 (13%)	32 (13%)
No disability	174 (89%)	210 (86%)	213 (86%)
Did not respond	3 (2%)	4 (2%)	2 (1%)
Majority Ethnicity	159 (82%)	204 (83%)	204 (83%)
Minority Ethnicity	29 (15%)	34 (14%)	36 (15%)
Ethnicity not disclosed	6 (3%)	7 (3%)	7 (3%)

Other than the gender disparity, these stats show no other causes for concern. Our HE courses, which are available by distance-delivery, continue to attract students of all ages from all over the world. Statistics on ethnicity remain consistent, however there are slightly fewer students disclosing a disability in 2018-19.

FE An Cùrsa Adhartais students

Academic Year	2018-19	2017-18	2016-17
Total Students	233	235	206
Female	152 (65%)	153 (65%)	146 (71%)
Male	81 (35%)	82 (35%)	60 (29%)
Did not respond	0	0	0
Age - 40+	145 (62%)	152 (65%)	115 (56%)
26-40	79 (34%)	73 (31%)	75 (36%)
16 -25	9 (4%)	10 (4%)	16 (8%)
Disclosed a disability	36 (15%)	31 (13%)	27 (13%)
No disability	189 (81%)	202 (86%)	177 (86%)
Did not respond	8 (4%)	6 (3%)	2 (1%)
Majority Ethnicity (Scottish White + White)	152 (65%)	130 (55%)	103 (50%)

Minority Ethnicity (Any other)	78 (33%)	99 (42%)	97 (47%)
Ethnicity not disclosed	3 (2%)	6 (3%)	6 (3%)

An Cùrsa Adhartais is a part-time, distance-delivery course for students who are beginning to learn Gaelic. In common with other courses, there are more female students than male students. This course continues to attract students from an older demographic and from all over the world.

Actions achieved

Data from UHI Records and from the college’s data systems has been gathered and discussed.

Actions still to be achieved

Further analysis of Protected Characteristics in terms of retention and course completion rates.

Equality Outcome 6 – Accessibility

The physical environment at Sabhal Mòr Ostaig takes account of the needs of disabled users in planning and delivering all activities

Progress/Actions Achieved

- Significant Accessibility Improvements to ‘An Talla Mòr’ (main venue for social events) such as wheelchair accessible entrances and ramp.
- Ramp installed at access to Hub building at Àrainn Chaluim Chille which improves accessibility for users of wheelchairs and other mobility aids.
- Short-course team continue to act upon disability, accessibility and other information received from students when allocating rooms and planning.
- Short courses and related activities continue to be evaluated leading to identification of areas for developments and actions implemented.

Comment

The college will continue to gather data which will inform us of any areas for action in terms of accessibility and will continue to implement actions with the aim of maximising accessibility.

Equality Outcome 7 - Staff Experience

Sabhal Mòr Ostaig advances equality of opportunity for all staff, irrespective of equality groups across all aspects of working life, e.g. flexible working; career development.

Progress/Actions Achieved

- Gathering Equalities data is a key part of the recruitment process.
- Flexible working arrangements are available for those with caring responsibilities and other staff who choose not to work full-time.
- Significant progress in reducing the Gender Pay gap.
- Significant progress in reducing Gender segregation in the workforce.

Actions still to be achieved

Analysis of promotion and staff development opportunities against protected characteristic data to show successes and areas for development.



Ian Graham
Chair, Equalities Committee



Dr. Gillian Munro
Principal