

Appendix 1

Action Plan

Equality Outcome 1

In Ayrshire, people experience safe and inclusive communities

Related Scottish Funding Council Outcome (s)

More equal society

Related National Outcome(s)

We have tackled the significant inequalities in Scottish Society
 We have improved the life chances for children, young people and families at risk
 We live our lives safe from crime, disorder and danger
 We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

Equality Outcome 1	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
In Ayrshire, people experience safe and inclusive communities	Implement an Equality and Inclusion staff learning and development programme and further mainstream equality and inclusion into Staff Development	All	All	Number of staff trained	April 2021	Director of Human Resources and Organisational Development
				At least two equality and inclusion themed training sessions are embedded in annual cycle of Staff Development Days		
				Staff report increased knowledge and understanding across the spectrum of equality concerns and protected characteristic groups		
Develop an equality and inclusion student awareness raising programme including e-learning module	All	All	Number of students completing the Equality and Inclusion e-learning module	April 2021	Director of Human Resources and Organisational Development and Director of Student Services	
			Students report increased awareness across the spectrum of equality concerns and protected characteristic groups			
At least four equality strands or themes will be included as part of the College's annual events calendar	All	Age, Disability, Gender Reassignment, Race, Religion and Belief, Sex, and Sexual Orientation	Students and staff with relevant protected characteristics report being treated fairly and with respect to the	April 2021	Director of Human Resources and Organisational Development	

Equality Outcome 1	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
	Work with key local partners to raise overall awareness of hate crime and share data appropriately for monitoring purposes	All	Disability, Gender Reassignment, Race, Religion and Belief, and Sexual Orientation	Number of hate crimes reported and detected	April 2021	Director of Human Resources and Organisational Development
	Raise staff and student awareness of identifying and reporting hate crime	All	Disability, Gender Reassignment, Race, Religion and Belief, and Sexual Orientation	Number of staff trained	April 2021	Director of Human Resources and Organisational Development and Director of Student Services
Number of students completing Equality and Inclusion e-learning module						
Number of students participating in Hate Crime workshop(s) delivered by College Police Liaison Officer						
Students and staff, including those with relevant protected characteristics, report increased awareness of identifying and reporting hate crime						
	Raise awareness of Third Party Reporting including widely promoting Ayrshire College as a Third Party Reporting Centre	All	Disability, Gender Reassignment, Race, Religion and Belief, and Sexual Orientation	College is widely promoted as a Third Party Reporting Centre	April 2019	Director of Human Resources and Organisational Development and Director of Student Services
Number of frontline services staff trained				April 2021		
Students and staff, including those with relevant protected characteristics, report increased awareness of Third Party Reporting						
Increased use of Third Party Reporting to report hate crime						
	Work with key local partners to implement the 'Keep Safe' scheme across Ayrshire	All	Disability	Baseline established to identify existing participants in the 'Keep Safe' scheme and an action plan developed to support implementation	April 2019	Director of Human Resources and Organisational Development
Overall increase in number of establishments registered as part of the 'Keep Safe' scheme				April 2021		

Equality Outcome 1	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
	Raise staff awareness of Prevent Strategy and the associated reporting procedures to support its implementation	All	All	Number of staff trained	April 2021	Director of Student Services
				Guidance on reporting procedures widely available		
	Deliver fully the actions in the Promoting Mental Wellbeing action plan	All	Disability	Students and staff with relevant protected characteristics report being treated fairly and with respect to the same degree as those who do not	April 2021	Director of Human Resources and Organisational Development and Director of Student Services
	Continue working in both the pan-Ayrshire and locality Violence against Women (VAW) partnerships and fully deliver the actions in College Equally Safe action Plan	All	Sex	Number of staff trained	April 2021	Director of Human Resources and Organisational Development
				Staff report increased awareness of gender inequality being a root of gender-based violence		
				Action against Stalking's Victim Impact Box embedded as a support tool for students and staff		
				Students and staff with relevant protected characteristics report being treated fairly and with respect to the same degree as those who do not		

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Equality Outcome 2

In Ayrshire, people have equal opportunities to access and shape our public services

Related Scottish Funding Council Outcome (s)

More equal society
Outstanding system of learning

Related National Outcome(s)

We have tackled the significant inequalities in Scottish society
We live in well-designed, sustainable places where we are able to access the amenities and services we need
Our public services are high quality, continually improving, efficient and responsive to local people's needs

Equality Outcome 2	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
In Ayrshire, people have equal opportunities to access and shape our public services	Work with key local partners to undertake a mapping exercise so as to better identify marginalised or under-represented groups in Ayrshire	Advancing Equality of Opportunity	All	Key local partners have a better understanding of marginalised or under-represented groups in Ayrshire and use this knowledge to improve accessibility and inclusion	April 2019	Director of Human Resources and Organisational Development
	Work with key local partners to explore a joint approach for the commissioning of translation, interpretation and communication support (TICS) services	All	Disability and Race	Review usage of TICS services	April 2019	Director of Human Resources and Organisational Development
	Deliver fully the actions from the Continuous Improvement: student application review exercise	Advancing Equality of Opportunity	All	Overall increase in the number of course applications received across all protected characteristic groups	April 2021	Director of Quality Enhancement and MIS
Overall increase in the number of student disclosures at application and enrolment stages						
Gender Reassignment, Race, Religion and Belief, and Sexual Orientation			Action plan developed and implemented to increase the relative number of students with relevant protected characteristics at application and enrolment stages			

Equality Outcome 2	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
	Further mainstream equality and inclusion into current student and staff feedback processes	Advancing Equality of Opportunity	All	Student and staff feedback processes capture relevant equalities data and include questions about equitable experiences	April 2019	Director of Quality Enhancement and MIS
				Action plan developed and implemented to increase the participation levels of students with relevant protected characteristics in current student feedback processes	April 2021	
	Continue ensuring services and buildings are fully inclusive and accessible to those who are in transition or identify as trans (including non-binary)	All	Gender reassignment	Student and staff name change processes fully implemented including 'preferred name' option	April 2019	Director of Human Resources and Organisational Development
				Number of frontline services staff trained	April 2021	Director of Human Resources and Organisational Development
				Students and staff who are in transition or identify as trans (including non-binary) report being treated fairly and with respect to the same degree as those who are not in transition or identify as trans	April 2021	
	Deliver fully the actions in the Promoting Mental Wellbeing action plan	All	Disability	Overall increase in the number of students and staff disclosing a mental health condition	April 2021	Director of Human Resources and Organisational Development and Director of Student Services
	Deliver fully the actions in the Corporate Parenting action plan	Advancing Equality of Opportunity	Age	Overall increase in the number of students disclosing they are care experienced	April 2021	Director of Student Services

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Action Plan

Equality Outcome 3

In Ayrshire, people have opportunities to fulfil their potential throughout life

Related Scottish Funding Council Outcome (s)

More equal society
Outstanding system of learning
More successful economy and society

Related National Outcome(s)

We realise our full economic potential with more and better employment opportunities for our people
We are better educated, more skilled and more successful, renowned for our research and innovation
Our young people are successful learners, confident individuals, effective contributors and responsible citizens
Our children have the best start in life and are ready to succeed
We live longer, healthier lives

Equality Outcome 3	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
In Ayrshire, people have opportunities to fulfil their potential throughout life	Student data will be continuously reviewed to identify gaps in recruitment, retention, attainment and progression across all protected characteristics groups and specific work carried out to address these gaps	Advancing Equality of Opportunity	All	Increased recruitment, retention, attainment and progression of students across all protected characteristics groups	April 2021	Director of Quality Enhancement and MIS
	Further mainstream equality and inclusion in the Team Evaluation framework meaning all College teams report on how they support the retention, attainment and progression of students across all protected characteristics groups					
	Develop the Personal and Professional Review process to include reporting on the three needs of the Public sector Equality Duty and work towards aligning this with the Team Evaluation framework				April 2021	Director of Human Resources and Organisational Development
	Continue to support and encourage gender representation in subject choices and careers where underrepresentation currently exists	Advancing Equality of Opportunity	Sex	Increased number of staff involved in recruitment stage of learner journey aware of unconscious bias and potential impacts upon decision-making	April 2021	Director of Human Resources and Organisational Development

Equality Outcome 3	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
				<p>Trend increase in number of male enrolments in non-traditional subject choices and careers including Modern Apprenticeships</p> <p>Trend increase in number of female enrolments in non-traditional subject choices and careers including Modern Apprenticeships</p> <p>ECU Attracting Diversity action plan implemented with trend increase in male enrolments in non-gender stereotypical Foundation Apprenticeships and trend increase in female enrolments in non-gender stereotypical Foundation Apprenticeships</p> <p>Increased student participation in STEM Ambassadors and Ayrshire Connects networks and work undertaken to establish a male subject-career network</p>	April 2021	All Directors
	Work with external stakeholders to promote and support increased representation in Modern Apprenticeships where under-representation currently exists	Advancing Equality of Opportunity	<p>All</p> <p>Race</p> <p>Disability</p>	<p>Baseline established to identify under-representation and action plans developed to address areas of inequality including enhancing current data collection mechanisms for Modern Apprenticeships</p> <p>Trend increase in uptake of Modern Apprenticeships by those from Black and Minority Ethnic (BME) backgrounds</p> <p>Trend increase in uptake of Modern Apprenticeships by those with a declared disability</p>	April 2021	Director of Education Contracts and Business

Equality Outcome 3	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
	Deliver fully the actions in the Promoting Mental Wellbeing action plan	Advancing Equality of Opportunity	All	Overall increase in student and staff engagement with wellbeing initiatives and interventions	April 2021	Director of Human Resources and Organisational Development and Director of Student Services
			Disability	Overall trend reduction in the gap between students with a mental health condition and those who do not successfully completing their course of study		
			Sex	Overall trend reduction in the gap between male and female students disclosing a mental health condition		
	Deliver fully the actions in the Corporate Parenting plan	Advancing Equality of Opportunity	Age	Overall increase in number of students who are care experienced taking up appropriate College supports	April 2021	Director of Student Services
				Students who are care experienced will achieve positive outcomes to the same degree as students who are not care experienced		

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Action Plan

Equality Outcome 4 In Ayrshire, public bodies will be inclusive and diverse employers

Related Scottish Funding Council Outcome (s) High performing, sustainable institutions

Related National Outcome(s) We realise our full economic potential with more and better employment opportunities for our people
We are better educated, more skilled and more successful, renowned for our research and innovation

Equality Outcome 4	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
In Ayrshire, public bodies will be inclusive and diverse employers	Increase representation across all protected characteristic groups throughout key stages of the staff journey – recruitment, retention and progression – where under-representation currently exists	All	All	Recruitment processes include alternative advertising opportunities and e-recruitment technologies to support accessibility and inclusion	April 2019	Director of Human Resources and Organisational Development
				Improved staff data capturing systems	April 2021	
		Advancing Equality of Opportunity	Disability	Recognised as a Disability Confident Employer (Level 3)	April 2021	
				ECU Supporting Workforce Diversity project action plan developed and implemented	April 2021	
		Advancing Equality of Opportunity	Gender Reassignment and Sexual Orientation	Participation in the Stonewall Equality Workplace Index to benchmark LGBT+ inclusion	April 2021	
		Advancing Equality of Opportunity	All	Review supports available to staff who are or become pregnant or have caring responsibilities (including kinship carers) and specific work undertaken to promote retention and career progression	April 2021	

Equality Outcome 4	Actions	General Equality Duty Need	PC	Indicators	Timescale	Responsibility
	An organisational culture where equality and inclusion is mainstreamed through effective governance and management arrangements	All	All	Values, Inclusion, Equality and Wellbeing (VIEW) Steering Group monitoring cross-College equalities activities including Equality Impact Assessments (EqIA)	April 2021	Director of Human Resources and Organisational Development
				EqIA e-learning module and online tool developed	April 2021	
				Key local partners working together to share training opportunities	April 2021	