











EQUALITY AND DIVERSITY: Annual Report 2017

Not started		Complete		Progressing to plan		Some slippage but will complete by deadline		Will not complete by deadline	
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Project	Deadline	Action	Status	Progress report
Equality and Diversity Framework	01/10/2017	Produce, approve and publish an Equality and Diversity Framework with supporting annual action plan and reporting mechanism		EDF completed and approved by EMT.
Equality and Diversity Committee	01/12/2017	Establish a cross-College Equality and Diversity Committee to support and challenge activity.		Strong Equality and Diversity Committee established with good representation across all aspects of College life.
Equality and Diversity Policy	01/10/2017	Produce, approve and publish a new Equality and Diversity Policy Statement and Policy and ensure this is publicised and embedded across the College		Equality and Diversity Policy completed and approved by EMT.
Impact Assessment	01/10/2017	Design and introduce a user-friendly Equality Impact Assessment system, embedded throughout Board and College management approval cycles		New form introduced and in use. Policies are being impact assessed as they are reviewed or produced and published on the HR webpage under a new menu tab.
Training	31/12/2017	Introduce and embed a matrix of Equality and Diversity training packages to meet College needs including induction, impact assessment, managing people, curriculum content and specific packages to address emerging issues		Managing Equality and Diversity, Equality and Diversity Refresher for staff, Equality and Diversity Refresher for students (with focus on harassment), Transgender, Gender Identity and Intersex for staff and students all available and in use. Just under 300 staff and

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				students have been trained. Stonewall and Equate Scotland training are planned for June. All Board members have undertaken training online.
Reporting and Monitoring	31/12/2017	Undertake research to inform data gathering project to produce up to date results for equalities characteristics monitoring and pay gap tracking for staff	✓	Research undertaken into current best practice on equalities data gathering, particularly to meet emerging expansion of identities relating to sexual orientation and gender.
Advance equality of opportunity across the protected characteristics	31/12/2017	Enact and report quarterly on Gender Action Plan progress	➡	Quarterly report template and schedule in place. First Q1 report due for completion in March 2018.
		Increase awareness of issues and check systems for compliance relating to transgender and intersex status.	➡	Initial Transgender, Gender Identity and Intersex training for students and staff in use.
		Undertake initial consultation on BSL Plan for publication in October 2018	➡	Engagement with Deaf Action Scotland, agreement to pursue consultation event with local partners to prevent duplication of effort and reduce burden of engagement activity on the community.
		Produce draft Transgender policy	➡	Transgender Policy in draft, ready for development into a package containing guidance and procedures for staff/students who decide to undergo transition while they are at College.
Diversity Week	01/12/2017	Support events in conjunction with the Library and Students Association	➡	'Mapping the College' project, which logged the local, UK and global footprint of the college community. Blindfold Football in both Dumfries and Stranraer, Equality Ideas noticeboard, Scottish Book Week events to emphasise individuality and celebrate St Andrew's Day.