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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	31/10/2018	Review Equality and Diversity Framework as first annual cycle nears completion.		The framework was informally reviewed. Since its inception, there have been no issues arising which would require a redesign of the structure.
	01/03/2019	Review progress towards Equality Outcomes within the framework in line with statutory requirements		The statutory reports have been combined to produce a holistic view of progress. These have been scrutinised and approved by the Board, the College Leadership Team and the Equality and Diversity Committee prior to publication on 1 April 2019.
	01/03/2019	Produce pay gap reports to cover all protected characteristics in line with statutory requirements		
	01/03/2019	Produce mainstreaming report in line with statutory requirements		
Equality and Diversity Committee	01/12/2018	Consider, develop and approve the Equality and Diversity Annual Report 2018 for consideration at CLT level and provision for note at Board level.		Complete.
	01/03/2019	Consider, develop and approve the Equality and Diversity Annual Plan 2019 prior to consideration at CLT level and provision for note at Board level.		Complete. This year's plan includes sections on our Gender Action Plan and British Sign Language Action Plan.
	01/03/2019	Review outcomes and mainstreaming duties and analyse pay gap information in advance of formal statutory reporting		Complete. Outcomes will be fully reviewed and replaced for April 2021.

Appendix 1

Project	Deadline	Action	Status	Progress report
Equality and Diversity Policy	01/10/2018	Effectively raise awareness of the new Equality and Diversity Policy Statement and Policy across the College, including production of a user friendly leaflet making both staff, visitor and student rights and responsibilities clear.		The new policy was published both internally and externally. The face to face training session available to both students and staff includes the principles of equality and diversity legislation which are covered by the policy.
	01/04/2018	Produce and embed Transgender policy, guidance and procedure		Both UK and Scottish Governments are currently reviewing the law in relation to gender identity following extensive consultation. Currently only the rights of people who choose to undergo transition are protected, but consideration is being given to self-identification and the treatment of gender fluid and intersex people. There are procedures and checklists in place to ensure that our staff and students are supported, but publication of a definitive policy can only take place once the legislative framework is made clear by both governments.
Impact Assessment	30/06/2018	Introduce an Equality Impact Assessment training package and guidance for managers across all functions		A half-day face to face training package was presented to managers from across the College in February 2018.
	01/04/2019	Prioritise and schedule a review of all existing College policies and procedures through the new EIA system		The SoSEP Project, Regional Outcome Agreement and all strategies and policies which have been reviewed in the last year have been Equality Impact Assessed

Appendix 1

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	01/04/2019	Contribute to the Advance HE/Scottish Funding Council project to produce guidance on producing Equality Impact Assessments for Outcome Agreements for the FE and HE sectors in Scotland.	✓	Draft guidance is in the final stages of production. The group will meet to finalise details in May 2019. Guidance will be issued to enable Universities and Colleges to submit compulsory Equality Impact assessments on their Outcome Agreements as part of the next funding round.
Training	01/04/2018	Introduce and embed a matrix of Equality and Diversity training packages to meet College needs for the year including induction, impact assessment, managing people, curriculum content and specific packages to address emerging issues	✓	Training on Equality and Diversity Legislation, Gender Identity and Bullying and Harassment are now available for use at the request of team managers or lecturers. These are tailored to meet the needs of curriculum areas in collaboration with lecturing staff. In 2017/18, 8 Board members, 117 staff and 241 students received this training. For 2018/19 so far, 6 Board members, 25 staff and 247 students have been trained. In addition, an Equality and Diversity exercise was used as the icebreaker at our All Staff Day in June 2018.
Reporting and Monitoring	01/06/2018	Undertake data gathering project to produce up to date comparative results for equalities characteristics for staff and students, and pay gap monitoring for staff	✓	Complete. Results are included in the Equality and Diversity statutory reports.
	01/04/2018	Produce standard monitoring report template for annual and half yearly reporting.	✓	Complete.

Appendix 1

Project	Deadline	Action	Status	Progress report
Advance equality of opportunity across the protected characteristics	01/09/2018	Enact and report half yearly on Gender Action Plan progress	✓	The Gender Action Plan was reported on and reviewed in June 2018. This review resulted in the inclusion of additional activities to support equality on the grounds of gender identity and to make the link between gender work and wider equalities work clearer.
	31/10/2018	Prepare and publish BSL Action Plan in partnership with Dumfries and Galloway Council, PoliceScotland Division V and NHS Dumfries and Galloway to effectively consult with the local D(d)deaf and Deafblind community and produce a plan to meet the statutory requirements of the BSL (Scotland) Act.	✓	An initial consultation was held in Dumfries in May 2018, with follow up consultation events in Stranraer and Dumfries in October 2018 to approve the draft plan. Nearly 30 people attended overall. The plan was published on 24 th October 2018 in both English and BSL as required by the Act.