

EQUALITY AND DIVERSITY FRAMEWORK

Our Commitment

Dumfries and Galloway College is committed to promoting equality of opportunity, celebrating and valuing diversity, eliminating unlawful discrimination, harassment and victimisation, and promoting good relations for all our staff, students, visitors and partners.

We aim to achieve equality for all by addressing discrimination in education and employment on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation. By fostering a culture of dignity and respect, we will ensure that every student and member of our staff achieves their full potential.

Our Mission

One College, one team where:

- Learners come first
- The changing needs of the economy are met
- Innovation, collaboration and creativity are core to what we do

Strategic Outcomes

Our Equality and Diversity Framework is embedded within our Vision 2020 Strategy 2015-2020. There is an element of Equality and Diversity within each of the 6 Strategic Outcomes within this strategy, but there is particular relevance for the following:

Strategic Outcome 1: We will provide opportunities to access and progress through education and training at all levels.

Strategic Outcome 4: We will enable communities to grow and develop through local education and training.

Strategic Outcome 6: We will enable people to build their independence and confidence in a supportive environment

Equality and Diversity Framework

We aim to meet our commitment through establishing a clear policy, setting outcomes to address prioritised issues to improve equality, and embedding our equality practice in everything we do. An annual Equality and Diversity Action Plan sets out what we plan to do to meet our outcomes, and we report on progress against this action plan each year to the Board in April, supporting our findings with KPI information related to the protected characteristics identified by the Equality Act 2010.

Equality and Diversity Policy

The College's Equality and Diversity Policy sets out the baseline standard we expect to be upheld by students, staff and contractors throughout the College. It states our commitment to ensure fairness at all stages of our contact with students and staff, from the application process through to references following departure. It also outlines responsibilities and lines of reporting for our Equality and Diversity activities.

Equality and Diversity Outcomes

The College has identified the following as the prioritised outcomes for the period 2017-2021:

- 1: The College's gender pay gap will be reduced by addressing the causes of gender inequality to create a more equal and balanced workforce with men and women being more equally represented at all levels of the organisation.
- 2: Opportunities will be created in targeted curriculum areas to address gender imbalance and stereotyping. The College will aim to eliminate barriers to subject choice and therefore enable learners to maximise their education and employment opportunities.
- 3: Learners' successful completion regardless of protected characteristics will be increased.
4. The College designs and delivers programmes and services to meet the needs of learners from all backgrounds and circumstances.

Equality and Diversity Committee

The cross-College Equality and Diversity Committee meets quarterly to oversee progress. This includes:

- designing and monitoring of the annual Equality and Diversity Action Plan
- contributing to and approving the annual Equality and Diversity Report
- contributing to Impact Assessments for College plans, policies and procedures
- incorporating new legislative requirements effectively into College policies and procedures
- undertaking any training required to enable members to perform their role

Annual Equality and Diversity Action Plan

An Annual Action Plan sets out how we will progress towards our outcomes. This will be overseen by the Equality and Diversity Committee and considered and approved by the Board in April of each year.

Annual Equality and Diversity Report

The Annual Equality and Diversity Report summarises progress for the year and is used as the point at which we review the action plan for the coming year, to ensure

that it is still relevant and working to get us where we want to be. This report will be submitted to the Board in April of each year.