

Academic Partner: **Perth College**

Protected characteristic(s): **All**

Eliminating discrimination/Advancing equality of opportunity/Fostering good relations

Key area/example of where progress has been made with regard to equality and diversity:

Differentiated equalities training materials and tailored support have been developed and are provided to staff in relation to their roles.

Action we have taken to progress this key area:

Our mandatory staff training programmes are designed and are in place to help ensure an understanding of diverse needs of people who have protected characteristics:

Diversity in the Workplace – online

Bullying and Harassment – online

Safeguarding in Further Education Colleges – online

Equality Impact Assessment – online

World Host – Disability

World Host – Culture

PREVENT

Our voluntary training programmes have been developed to help staff further understand the barriers being faced by people who have a protected characteristic:

Autism Awareness

Dyslexia Awareness

Lesbian/Gay/Bisexual/Transgender (LGBT) Awareness

Mental Health First Aid

Supporting Care Leavers

Information and guidance on good practice around equalities, equality impact assessing, our duty to make reasonable adjustments and reporting on equalities have been communicated through our Staff Conference Days.

As they progress in their roles, lecturing staff are able to undertake relevant training eg at Induction, through our initial teacher training programme (Teaching @ Perth) through to Teaching Qualification in Further Education (TQFE).

Further information on equalities has been communicated to staff and students through a variety of Equality and Diversity events, through team meetings and through our Special Interest Groups.

A resource bank of equalities materials and information to support all staff has been developed and made available through our intranet and on our shared drive. This electronic resource also includes links to key external equalities organisations websites ie Equality and Human Rights Commission (EHRC) and Equality Challenge Unit (ECU).

Measures we are using to monitor our progress:

- Staff Survey data and comments
- Student Survey data and comments
- Feedback from staff equalities development opportunities

Evidence of progress that has been made:

Staff Survey

% of staff who agree: "I am aware of Perth College's schemes in relation to equalities. "

2012	2014	2016
80%	85%	86%

% of staff agree "I understand my personal responsibilities for ensuring and promoting equality at work"

2012	2014	2016
94%	96%	97%

Staff comments

"The opportunities for equalities training are good."

"I am proud to work in a workplace that promotes the awareness of equality and diversity as Perth College does."

Student Surveys

% of students agree "Staff treat me with respect".

2013	2014	2015	2016
96%	97%	97%	96%

% of students agree "the way I am taught helps me to learn".

2013	2014	2015	2016
93%	92%	91%	90%

Student comments

"I think that everyone is treated fairly and the lecturers try very hard to make the class interesting."

"The lessons are designed well to individual needs and experiences."

Some feedback from staff equalities development opportunities

Online training modules:

" I now have a better awareness of types and range of discrimination likely to be encountered"

World Host training courses:

98% of staff report that their confidence levels have increased following their training.

LGBT Awareness:

“I really do have a lot still to learn!”

Religion and/or Belief Awareness:

“very relevant to working in the college that I have an understanding.”

Challenges that have been faced in progressing this key area:

Some staff report that they find it difficult to find the time to access training courses and training is not always on at a time that best suits them.

Training sessions are sometimes cancelled at short notice, due to staff finding that they are no longer able to attend.

Further action we intend to take:

Carry out a staff survey to find out what days/time of day etc suits staff to undertake training courses so that we can better plan training delivery.

Develop further training and support for teaching staff to analyse equalities data and to address any inequalities identified.

To develop a resource bank of subject specific equalities activity for teaching staff.

Deliver Unconscious Bias training to all staff.

Consider introduction of the new PDA Advancing Equality and Diversity through Inclusiveness.

Continue to further identify and deliver relevant equalities training sessions for staff.