



University for the Common Good

Equality Outcomes 2021-2025



Contents

1	Introduction	2
2	Glasgow Caledonian University Equality Outcomes 2021-2025	3
3	Institutional alignment with our equality outcomes	4
4	Glasgow Caledonian University Equality Outcomes 2021-2025 and supporting themes	5

1. Introduction

- 1.1 This document presents Glasgow Caledonian University's Equality Outcomes 2021-2025. This set of equality outcomes, as required by the public sector equality duty of the Equality Act 2010, builds on the main themes of our previous (2017-2021) outcomes by establishing some new areas of focus that reflect recent and emerging priorities.
- 1.2 The equality outcomes are the results that we aim to achieve to help meet our Equality Act 2010 public sector equality duty obligations, specifically to eliminate discrimination, advance equality of opportunity and foster good relations. The outcomes are aligned with our Strategy 2030 and mission as the University for the Common Good.
- 1.3 The University has used internal and external evidence relating to protected characteristics to inform the equality outcomes and for prioritising themes. The outcomes have been informed by student and staff consultation, existing university wide steering groups on digital accessibility, tackling racism, student mental health, staff mental health, advancing gender equality and preventing and tackling gender-based violence. This internal evidence has been complemented by national and higher education sector specific priorities and recommendations relating to persistent inequalities, including racial harassment¹, awarding gaps², staff mental health³, student mental health⁴, gender inequalities⁵, gender-based violence⁶ and trans equality⁷. The equality outcomes have been finalised and endorsed by senior leaders and key fora.
- 1.4 The following themes recurred throughout the consultation and evidence leading to the following priorities for inclusion in the University's equality outcomes:
- Tailored information, guidance and training for students and staff
 - Virtual and physical accessibility for disabled people
 - Tackling racism
 - Supporting positive mental health
 - Promoting gender equality in the widest sense, including trans equality

¹ *Tackling racial harassment: Universities challenged*, Equality and Human Rights Commission, 2019

² *Black, Asian and minority ethnic student attainment at UK universities: #ClosingtheGap*, Universities UK/National Union of Students, 2019

³ *Thriving at work: The Stevenson/Farmer review of mental health and employers*, Stevenson, D. & Farmer, P., 2017

⁴ *University Mental Health Charter*, Student Minds, 2019

⁵ *Scotland's Gender Equality Index 2020*, Scottish Government, 2020

⁶ *Changing the culture: two years on*, Universities UK, 2019

⁷ TransEDU Community of Practice

2. Glasgow Caledonian University Equality Outcomes 2021-2025

2.1 Our equality outcomes for the next four years are:

- Equality Outcome 1: Our people have strong knowledge and understanding so that they can promote equality, diversity and inclusion and challenge discrimination through their actions and behaviours.
- Equality Outcome 2: Our University is physically and virtually accessible to disabled people.
- Equality Outcome 3: Black, Asian and Minority Ethnic students and staff are confident that the University is taking action to prevent and tackle racism and racial inequalities.
- Equality Outcome 4: Students and staff experience a supportive culture of positive mental health.
- Equality Outcome 5: Our University promotes gender equality in its widest sense, including trans equality, by addressing barriers for students and staff.

2.4 The equality outcomes relate to the full range of our functions, activities, campuses and partnerships.

3. Institutional alignment with our equality outcomes

- 3.1 As well as helping to fulfil the aims of the public sector equality duty, our equality outcomes are clearly aligned with our University's mission, vision, values, and our Strategy 2030 and the associated goals. Equality is at the heart of GCU.



- 3.2 Working towards our equality outcomes will help us to further our University mission, vision, and values and Strategy 2030:

- Our **Mission** as the University for the Common Good draws on our rich history and founding purpose For the Common Weal as incorporated in our Coat of Arms
- Our **Vision** is that, by 2030, Glasgow Caledonian University will be recognised as a world-leading University for social innovation
- Our core **Values** of Integrity, Creativity, Responsibility and Confidence are shared by staff and students and they underpin what we do and how we do it
- Our **Strategy 2030** includes a goal related to the University community, where “we will be recognised as a leader in equality, diversity and inclusion, fostering a values-led learning community of students, staff and alumni and a culture of positive mental health and wellbeing”

4. Glasgow Caledonian University Equality Outcomes 2021-2025 and supporting themes

- 4.1 This section provides a one-page overview of the equality outcomes, together with the supporting themes. Many of the themes are already established workstreams, with associated action plans. For newer areas of work, action plans will be developed in conjunction with the project leads. The timescale for implementation by default is from April 2021 to April 2025 and more specific short, medium- and long-term timescales will be agreed as part of more localised operational plans.
- 4.2 The equality outcomes will be published on the University's website. They will be promoted via our mainstream communication channels, including our website and staff intranet.
- 4.3 Progress reports on achieving the equality outcomes will be published every two years (April 2023, April 2025).

GCU Equality Outcomes 2021 – 2025

<p>Equality Outcome 1</p> <p>Our people have strong knowledge and understanding so that they can promote equality, diversity and inclusion and challenge discrimination through their actions and behaviours</p>	<p>Equality Outcome 2</p> <p>Our University is physically and virtually accessible to disabled people</p>	<p>Equality Outcome 3</p> <p>Black, Asian and Minority Ethnic students and staff are confident that the University is taking action to tackle racism</p>	<p>Equality Outcome 4</p> <p>Students and staff experience a supportive culture of positive mental health</p>	<p>Equality Outcome 5</p> <p>Our University promotes gender equality in its widest sense, including trans equality, by addressing barriers for students and staff</p>
<p>Theme 1a: Information, guidance and training for students and staff</p>	<p>Theme 2a Embedding Delivering Digital Accessibility project</p>	<p>Theme 3a Implementing Tackling Racism Group recommendations</p>	<p>Theme 4a Implementing Student Mental Health Action Plan</p>	<p>Theme 5a Implementing institutional and School Athena SWAN action plans</p>
<p>Theme 1b: Diversifying the curriculum</p>	<p>Theme 2b Embedding Disability Confident scheme requirements</p>	<p>Theme 3b Cascading Advance HE Tackling Racism on campus resources</p>	<p>Theme 4b Implementing Mental Health at Work Action Plan/ Carer Positive principles</p>	<p>Theme 5b Implementing Gender Action Plan</p>
<p>Theme 1c Celebrating diversity days and events</p>	<p>Theme 2c Maintaining Autism Accreditation</p>	<p>Theme 3c Reviewing our complaints policy and processes</p>	<p>Theme 4c Achieving Student Minds University Mental Health Charter</p>	<p>Theme 5c Embedding TransEdu resources/develop staff policy</p>