

## **North Highland College UHI Planned Equalities Outcomes 2021 – 2025**

This paper summarises what we are planning to do over the period 2021-2025 in relation to our Public Sector Equality Duty (PSED) reporting requirements. Our expected outcomes are to:

- learn from the impact of the Covid pandemic by identifying strengths and areas of good practice which had a positive impact on provision in relation to equalities.
- use identified good practice as appropriate to continue to develop positive impact for all individuals regardless of demographic.
- support those affected by poor mental health and find ways to continue accessing funding support from Scottish Government Funding
- expand the annual SFC key performance report where possible, to include relevant equalities data to ensure we are mainstreaming requirements.
- develop one report to combine Equality Outcomes and Mainstreaming reporting to ensure clarity and transparency of information.
- reduce the college's gender pay gap by addressing the causes of gender inequality to create a more equal and balanced workforce at all levels in the organisation
- create opportunities in targeted curriculum areas to address gender imbalance and stereotyping. Eliminate the barriers to subject choice and thereby enable all students to maximise their education and employment opportunities.
- encourage more balanced representation on the College Board of Management on an ongoing basis. Report on actual balance every 2 years.
- explore regional PSED reporting with view to submitting a single UHI partnership report in 2025, streamlining reporting, increasing collaboration and visibility. Our 2023 PSED updates will aim to reflect our intention to commit a single partnership report under an enhanced partnership framework in 2025.



We will publish equalities returns as per PSED timeframes –

Duty	Every two years	Every four years	Ongoing	2023*	2025*
Report on progress on mainstreaming the general duty into all functions	Yes			Yes	Yes
Publish a set of equality outcomes that cover all protected characteristics (or explain why not all protected characteristics are covered)		Yes			Yes
Publish a report on the progress made to achieve the equality outcomes	Yes			Yes	Yes
Assess the impact of new and revised policies and practices against the needs of the general duty			Yes		
Gather information on the protected characteristics of employees as part of mainstreaming reports if not published elsewhere and include progress made in gathering and using that information to better perform the equality duty.	Yes			Yes	Yes
Publish the number of men and women board members as part of mainstreaming reports and how this information has/will be used to improve diversity amongst members	Yes			Yes	Yes
Publish gender pay gap information	Yes			Yes	Yes
Publish statements on equal pay and occupational segregation for gender, race and disability		Yes			Yes
Have due regard to the general duty in specified procurement practices			Yes		
Publish the above information in a manner that is accessible	Yes	Yes		Yes	Yes