



## Equality Mainstreaming Report 2020

### Introduction:

UHI and 10 academic partners, including North Highland College UHI each report separately on progress and planned equalities work under the Public Sector Equality Duty (PSED).

The Equality Act 2010 was introduced to streamline existing equalities legislation and protects individuals and groups from unfavourable treatment on grounds of protected characteristics, ie: age; disability; ethnicity; gender reassignment; marriage and civil partnership (in employment); pregnancy and maternity; religion/ belief; sex and sexual orientation.

The general public sector equality duty (PSED) came into force on 5 April 2011, and requires public bodies to take steps to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups, tackling prejudice and promoting understanding.

Each UK nation also has a requirement to meet specific duties, which exist to help public bodies better meet the general duties. Scottish Specific Duties commenced on 27 May 2012. The Specific Duties require public bodies to publish four yearly reports (from April 2013) setting Equality Outcomes and detailing progress in mainstreaming equality into daily operations, reporting on progress in these areas within 2 years. In Scotland this resulted in the public sector equality duty which consists of a general duty supported by specific duties.

The specific duties require North Highland College to:

- Report on progress on mainstreaming the general duty into college functions
- Develop and publish a set of equality outcomes to cover the protected characteristics
- Assess the impact of policies and practices against the needs of the general duty
- Gather and use information on employees
- Publish gender pay gap information
- Publish a statement on equal pay for gender, race and disability
- Have due regard to the general duty in specified procurement practices
- Publish information in a manner that is accessible

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**Equality, Diversity & Inclusivity Policy:**

The College’s [Equality, Diversity and Inclusivity Policy \(uhi.ac.uk\)](http://uhi.ac.uk) sets out the commitment and approach to equality and diversity.

“North Highland College UHI (College) is an equal opportunities organisation and will treat all individuals and groups in an inclusive, positive and non-discriminatory way. The College welcomes the positive ethos and culture created by the involvement of different social, ethnic, racial, cultural and other groups within College life, and actively promotes the value of diversity amongst student and staff groups.”

**Access and Inclusion Strategy:**

The College commits to having a culture that promotes and encourages inclusion and access at all levels and recognises this is paramount to success and achieving the overall mission.

**Board of Management Profile:**

	Non-Executive Members (independent)		Executive Members (Staff)		Staff Members		Student Members		Totals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Jan 2019	7	3	1	0	2	0	0	1	10	4
Jan 2020	7	3	1	0	1	0	0	1	9	4

North Highland College UHI has a total board membership of 13 with 4 females and 9 males.

**Staff Learning and Development:**

All staff are enrolled on mandatory online training modules at the beginning of their employment, using the Learn Upon platform offered by Marshalls, and LIST training on the VLE platform BrightSpace – this includes Safeguarding. As part of our Equality Outcomes and to ensure we continue to embed a culture of equality in the college also include Diversity in the Workplace module as mandatory for all staff.

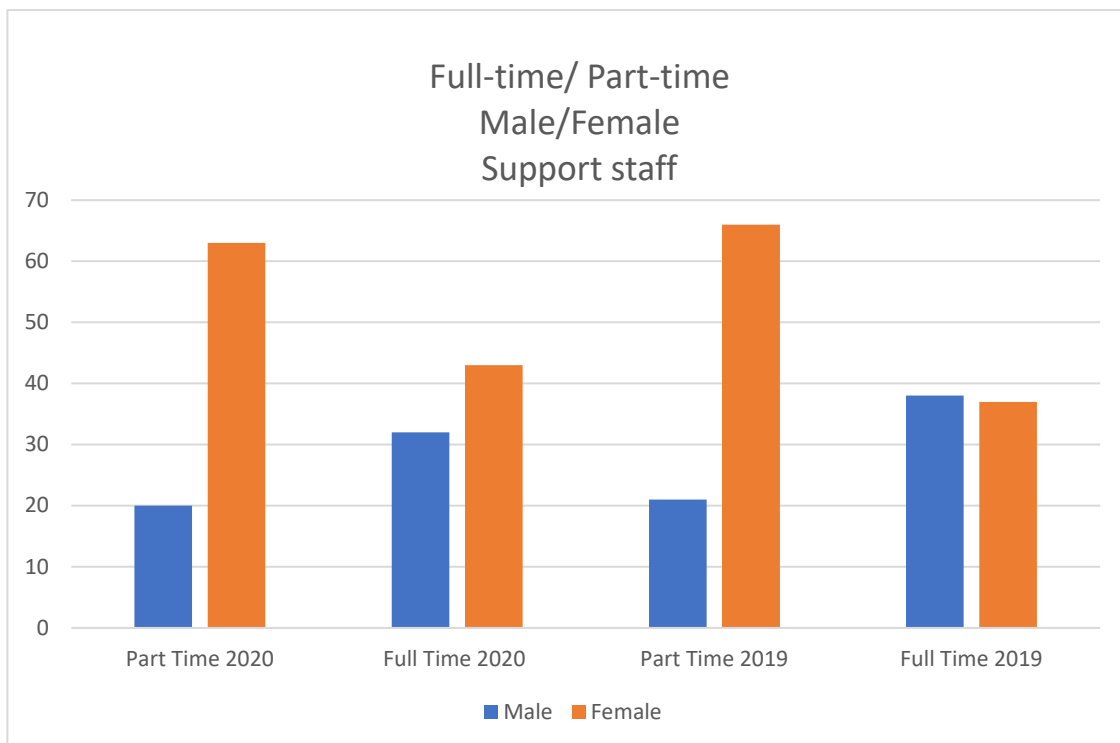
## Staffing Profile:

### *Gender and Contracts:*

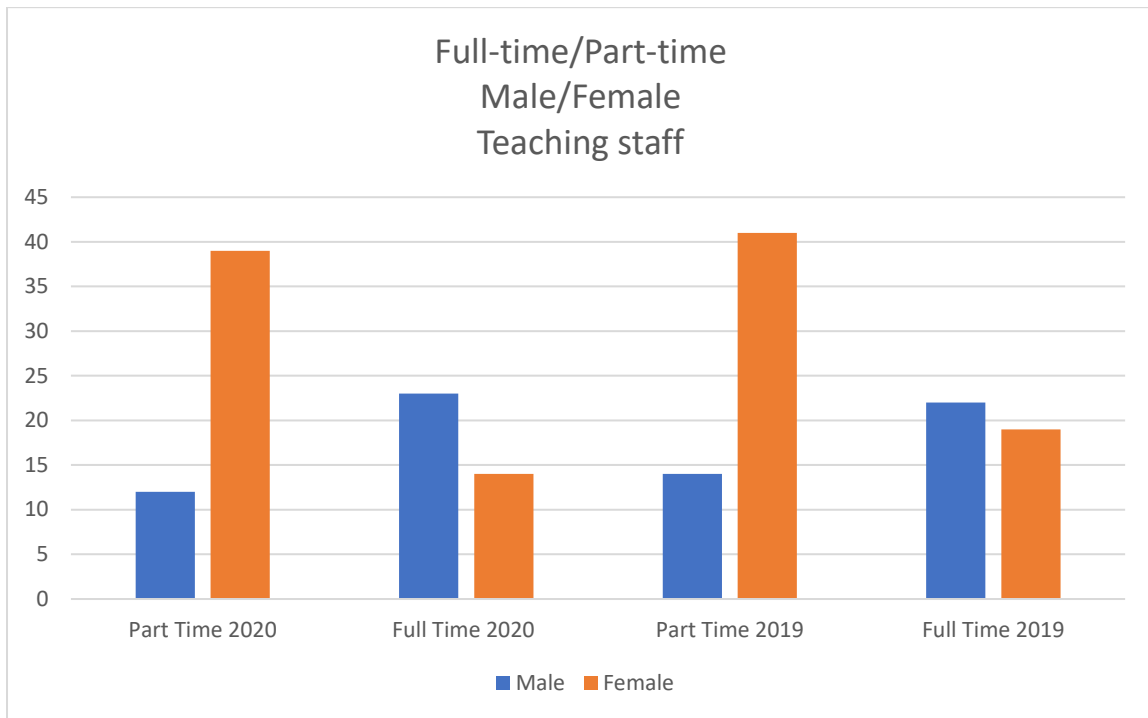
The data for this mainstreaming report was captured over the calendar year between 1<sup>st</sup> January 2020 and 31<sup>st</sup> December 2020. During this time the college employed 246 staff on permanent, or fixed term contracts. 65% of staff are female and 35% staff are male, and no staff identify as transgender. Comparing the data captured over the same period in 2019 shows 63% of staff are female and 37% male.

36% of *all* female staff are employed full time, a significantly lower figure than *all* male employees of which 63% are employed full time. This a slight increase from the same period in 2019 where 34% of *all* female staff were employed on a full-time basis and an identical result with 63% of *all* male staff employed full-time in 2019 too.

Of the 246 staff, 158 are employed in support roles with 88 employed in teaching. Further analysis shows that of the 158 support staff, 106 (67%) are female and 52 (33%) male. The split of full and part time support staff is as follows:

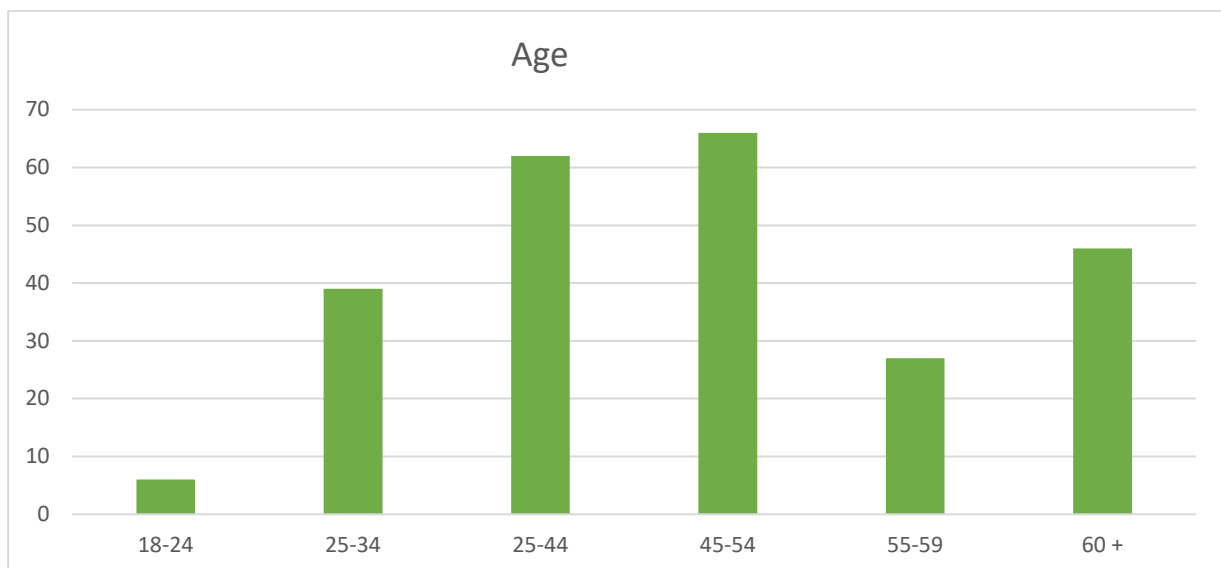


The data shows that within teaching staff in 2020, 53 (60%) are female and 35 (40%) are male, very similar to the data captured for 2019 with 63% staff female and 37% male.



**Age:**

The age profile of staff employed in the College ranges from 18-60 years plus. The split between age ranges is as follows: -



*Other protected characteristics:*

- 4% of staff have a declared disability, with a further 17.8% choosing to prefer not to disclose or where the status is unknown. Comparing the 2020 figures to the 2019, the numbers disclosing a disability are the same with 4% declaring a disability in the 2019 period, but there is a greater percentage of staff preferring not to disclose or where the status is unknown in the 2019 period, with 20% of staff recorded.
- Almost all staff who have recorded their ethnic status have recorded as white (99%) of which 77% identifying as White Scottish, which is almost identical to the previous reporting period where 98% recorded as white with 77% identifying as White Scottish. There were no staff who preferred not to disclose or for whom the data is not known.
- Of the staff who have recorded their marital status 57% are married, and less than 1% are recorded as being in a civil partnership.
- 76% recorded as heterosexual, however 6% of staff have either prefer not to disclose or the status is unknown.
- Disclosure of religion or religious belief is about the same 5% of staff preferring not to disclose, 80% disclosing and 15% where the information is not known. Of those who did disclose a religious belief there is an almost even split between those who identified as Christian (39%) and those identifying as having no religious belief (38%).

*Pregnancy/Maternity 2020 Pregnancy and Maternity Leave Outcomes*

Total Number of Pregnancies Reported: 4

No. Claiming Maternity Benefits	3
No. returned to work	1
No. remaining on a career break	0
No. returned on same T&Cs	0
No. returned flexible/change in job	1

**Flexible Working:**

North Highland College UHI is a flexible employer, encouraging staff to explore the options to assist in achieving a manageable work/life balance. There were no flexible working requests in 2020, both of which were approved and are now implemented.

**Staff Retention:**

During the reporting period of this report 1st January 2020 – 31<sup>st</sup> December 2020 the college had 40 staff leave employment. This relates mainly to part time teaching staff on fixed term contracts, employed to deliver short courses. A comparison of the 2019 data details in the same reporting period a total of 41 employees were recorded as leaving employment.

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The gender split of leavers in 2020 is similar to the overall staff composition, 60% female and 40% male. 95% of leavers identified as white, with 78% with no declared disability and 12% either declaring a disability or preferring not to disclose.

### **Recruitment:**

In 2020 there were 97 applicants for vacancies, of the 97 applicants, 52(54%) were female, 44 (45%) were male and 1 (1%) transgender. From the 97 applications, 14 were appointed, with a 71% female and 29% male split in these successful appointments.

From the 14 appointees, 93% recorded sexual orientation as heterosexual with 7% recorded as preferring not to disclose their sexual orientation. 57% identified as Christian and 29% identified as having no religious belief with the remaining 14% preferring not to disclose religious beliefs. 93% of appointees disclosed no disability and 71% identified as White Scottish.

### **Student Profile:**

North Highland College UHI is committed to giving all students an equal opportunity to succeed.

The College UHI has 4 learning centres delivering further and higher education programmes at our campuses in Thurso, Halkirk, Dornoch and Alness. A fundamental objective of North Highland College UHI's mission is to give equality of access and equality of experience to all our students across all our centres. This can be challenging at times but staff have become adept at working using remote methods - during the 2020/21 academic year at least 90% of additional learning support has been carried out over MS TEAMS and Webex links.

### **Student Mental Health and Wellbeing**

In 2019 the Scottish Funding Council provided funding to support greater provision of mental health support to students. North Highland College UHI used this funding to recruit a Mental Health Counsellor.

Surplus funding was released back to UHI to help provide a central core service across UHI, primarily the provision of Togetherall - a 24/7 online mental health support service.

## North Highland College UHI Mainstreaming Report 2020

KPI013 FE Performance Indicators 2020/21										
	Student Characteristics	Enrols	Early W/D	Early W/D %	Further W/D	Further W/D %	Partial Success %	Successful %	Other/Blanks %	
<b>College</b>	<b>NHC</b>	2144	165	7.7%	140	6.5%	10.8%	60.7%	14.3%	
	Female	1,237	110	8.9	86	7.0	10.9	57.2	16.1	
	Male	892	54	6.1	52	5.8	10.7	65.4	12.1	
	N/A	15	1	6.7	2	13.3	6.7	73.3	-	
	16<	702	34	4.8	35	5.0	10.1	73.5	6.6	
	16-19	817	73	8.9	61	7.5	14.8	58.5	10.3	
	20-25	242	18	7.4	18	7.4	6.2	56.6	22.3	
	40+	192	21	10.9	14	7.3	4.7	41.1	36.5	
	26-40	191	19	9.9	12	6.3	7.9	48.2	27.7	
	Declared Disability	579	44	7.6	54	9.3	12.6	57.3	13.1	
	No Disability	1,563	120	7.7	86	5.5	10.1	62.1	14.7	
	Disability Not Declared	2	1	50.0	-	-	-	-	50.0	
	Majority Ethnicity	2,032	156	7.7	131	6.4	11.0	60.8	14.1	
	Minority Ethnicity	111	9	8.1	9	8.1	6.3	60.4	18.0	
	Ethnicity Not Declared	1	-	-	-	-	-	-	100.0	

KPI013 FE Performance Indicators 2019/20										
	Student Characteristics	Enrols	Early W/D	Early W/D %	Further W/D	Further W/D %	Partial Success %	Successful %	Other/Blanks %	
<b>College</b>	<b>NHC</b>	2750	122	4.4%	97	3.5%	4.5%	65.8%	21.7%	
	Female	1,548	93	6.0	55	3.6	4.9	62.7	22.9	
	Male	1,190	29	2.4	42	3.5	4.1	69.7	20.3	
	N/A	12	-	-	-	-	-	83.3	16.7	
	16<	1,270	24	1.9	16	1.3	4.6	82.4	9.8	
	16-19	724	44	6.1	42	5.8	6.2	54.6	27.3	
	20-25	218	10	4.6	22	10.1	3.2	35.3	46.8	
	40+	292	25	8.6	5	1.7	1.4	57.2	31.2	
	26-40	246	19	7.7	12	4.9	4.1	50.0	33.3	
	Declared Disability	694	27	3.9	37	5.3	6.8	66.6	17.4	
	No Disability	2,050	92	4.5	60	2.9	3.8	65.6	23.2	
	Disability Not Declared	6	3	50.0	-	-	-	33.3	16.7	
	Majority Ethnicity	2,648	121	4.6	93	3.5	4.4	66.0	21.5	
	Minority Ethnicity	102	1	1.0	4	3.9	7.8	59.8	27.5	

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## Appendix 1 Staff Data 2020

Breakdown of Staff Equality Monitoring

From 1<sup>st</sup> January 2020 – 31<sup>st</sup> Dec 2020

Gender	Staff
Male	85
Female	161
<b>Total</b>	<b>246</b>

Ethnic Group	Staff
White Scottish	189
White English	35
White Welsh	2
White Irish	1
Other White Background	16
Caribbean	0
African	0
Other Black Background	0
White & Black Caribbean	0
White & Black African	0
White & Asian	1
Other Mixed Background	0
Indian	0
Pakistani	0
Bangladeshi	0
Other Asian Background	0
Chinese	2
Arab	0
Other Ethnic Groups	0
Not known	0
Prefer Not to Disclose	0
<b>Total</b>	<b>246</b>

Marital Status	Staff
Single	68
Married	141
Divorced	6
Civil Partnership	1
Other	21
Prefer Not to Disclose	0
Not known	7



North Highland College UHI Mainstreaming Report 2020

Widowed	2
<b>Total</b>	<b>246</b>

Religion or Belief	Staff
Christian	97
Buddhist	1
Hindu	0
Jewish	1
Muslim	0
Sikh	0
Spiritual	1
None	95
Other	0
Prefer Not to Disclose	13
Not known	38
<b>Total</b>	<b>246</b>

Gender Orientation	Staff
Bi-Sexual	3
Gay	3
Heterosexual	186
Lesbian	1
Other	0
Prefer Not to Disclose	15
Not known	38
<b>Total</b>	<b>246</b>

Disability	Staff
Declared	10
No Disability	192
Not known	32
Prefer Not to Disclose	12
<b>Total</b>	<b>246</b>

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**Appendix 2 Staff Data 2019**  
 Breakdown of Staff Equality Monitoring  
 From 1<sup>st</sup> January 2019 – 31<sup>st</sup> Dec 2019

Gender	Staff
Male	95
Female	163
<b>Total</b>	<b>258</b>

Ethnic Group	Staff
White Scottish	195
White English	38
White Welsh	2
White Irish	0
Other White Background	19
Caribbean	0
African	0
Other Black Background	0
White & Black Caribbean	0
White & Black African	0
White & Asian	0
Other Mixed Background	1
Indian	0
Pakistani	0
Bangladeshi	0
Other Asian Background	0
Chinese	2
Arab	0
Other Ethnic Groups	1
Not known	0
Prefer Not to Disclose	0
<b>Total</b>	<b>258</b>

Marital Status	Staff
Single	72
Married	149
Divorced	5
Civil Partnership	1
Other	23
Prefer Not to Disclose	0

North Highland College UHI Mainstreaming Report 2020

Not known	6
Widowed	2
<b>Total</b>	<b>258</b>

Religion or Belief	Staff
Christian	108
Buddhist	1
Hindu	0
Jewish	1
Muslim	0
Sikh	0
Spiritual	1
None	90
Other	0
Prefer Not to Disclose	12
Not known	45
<b>Total</b>	<b>258</b>

Gender Orientation	Staff
Bi-Sexual	3
Gay	3
Heterosexual	192
Lesbian	1
Other	0
Prefer Not to Disclose	14
Not known	45
<b>Total</b>	<b>258</b>

Disability	Staff
Declared	10
No Disability	196
Not known	38
Prefer Not to Disclose	14
<b>Total</b>	<b>258</b>

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## Appendix 3 Recruitment Data 2020

### Breakdown of Recruitment Equality Monitoring 2020

The college has collected and maintained the following equality information for applicants and staff appointed after interview: -

- Gender
- Sexual Orientation
- Religion or belief
- Ethnic origin
- Disability

The total number of applicants in 2020 was 97 and the total number of staff appointed was 14.

Gender	Applicants	Successful Applicant
Male	44	4
Female	52	10
Trans Gender	1	0

Ethnic Group	Applicants	Successful Applicant
White Scottish	46	10
White English	17	3
White Welsh	0	0
White Irish	0	0
Other White Background	4	1
Caribbean	0	0
African	1	0
Other Black Background	0	0
White & Black Caribbean	0	0
White & Black African	0	0
White & Asian	1	0
Other Mixed Background	0	0
Indian	1	0
Pakistani	0	0
Bangladeshi	0	0
Other Asian Background	0	0
Chinese	0	0
Arab	0	0
Other Ethnic Groups	0	0
Not known	27	0

North Highland College UHI Mainstreaming Report 2020

Prefer Not to Disclose	0	0
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Marital Status	Applicants	Successful Applicant
Single	19	2
Married	34	9
Divorced	5	2
Civil Partnership	1	0
Other	4	1
Prefer Not to Disclose	0	0
Not known	34	0

Religion or Belief	Applicants	Successful Applicant
Christian	27	8
Buddhist	0	0
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Spiritual	0	0
None	37	4
Other	0	0
Prefer Not to Disclose	3	2
Not known	30	0

Sexual Orientation	Applicants	Successful Applicant
Bi-Sexual	4	0
Gay	0	0
Heterosexual	62	13
Lesbian	1	0
Other	0	0
Prefer Not to Disclose	2	1
Not known	28	0

Disability	Applicants	Successful Applicant
Declared	1	1
Not known	29	0
No Disability	67	13

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## Appendix 4 Retention Data 2020

Breakdown of Leavers Equality Monitoring

1<sup>st</sup> January 2020 – 31<sup>st</sup> December 2020

Gender	Staff
Male	16
Female	24
<b>Total</b>	<b>40</b>

Ethnic Group	Staff
White Scottish	23
White English	7
White Welsh	0
White Irish	1
Other White Background	7
Caribbean	0
African	0
Other Black Background	0
White & Black Caribbean	0
White & Black African	0
White & Asian	0
Other Mixed Background	1
Indian	0
Pakistani	0
Bangladeshi	0
Other Asian Background	0
Chinese	0
Arab	0
Other Ethnic Groups	1
Not known	0
Prefer Not to Disclose	0
<b>Total</b>	<b>40</b>

Marital Status	Staff
Single	11
Married	22
Divorced	1
Civil Partnership	0
Other	6

North Highland College UHI Mainstreaming Report 2020

Prefer Not to Disclose	0
Not known	0
<b>Total</b>	<b>40</b>

Religion or Belief	Staff
Christian	20
Buddhist	0
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Spiritual	0
None	11
Other	0
Prefer Not to Disclose	1
Not known	8
<b>Total</b>	<b>40</b>

Gender Orientation	Staff
Bi-Sexual	0
Gay	1
Heterosexual	31
Lesbian	0
Other	0
Prefer Not to Disclose	0
Not known	8
<b>Total</b>	<b>40</b>

Disability	Staff
Declared	1
No Disability	31
Not known	8
<b>Total</b>	<b>40</b>

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## Appendix 5 Retention Data 2019

Breakdown of Leavers Equality Monitoring

1<sup>st</sup> January 2019 – 31<sup>st</sup> December 2019

Gender	Staff
Male	17
Female	24
<b>Total</b>	<b>41</b>

Ethnic Group	Staff
White Scottish	31
White English	7
White Welsh	0
White Irish	0
Other White Background	0
Caribbean	0
African	0
Other Black Background	0
White & Black Caribbean	0
White & Black African	0
White & Asian	0
Other Mixed Background	1
Indian	0
Pakistani	0
Bangladeshi	0
Other Asian Background	0
Chinese	0
Arab	0
Other Ethnic Groups	0
Not known	0
Prefer Not to Disclose	2
<b>Total</b>	<b>41</b>

Marital Status	Staff
Single	11
Married	22
Divorced	3
Civil Partnership	1
Other	3
Prefer Not to Disclose	0



North Highland College UHI Mainstreaming Report 2020

Not known	1
<b>Total</b>	<b>41</b>

Religion or Belief	Staff
Christian	16
Buddhist	0
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Spiritual	0
None	15
Other	0
Prefer Not to Disclose	7
Not known	3
<b>Total</b>	<b>41</b>

Gender Orientation	Staff
Bi-Sexual	0
Gay	0
Heterosexual	33
Lesbian	0
Other	0
Prefer Not to Disclose	4
Not known	4
<b>Total</b>	<b>41</b>

Disability	Staff
Declared	0
No Disability	35
Not known	6
<b>Total</b>	<b>41</b>