

PROGRESS MADE IN ACHIEVING EQUALITY OUTCOMES 2021-25

SABHAL MÒR OSTAIG – APRIL 2023

Available in large print (16pt)
And digitally.

Contact the [Principal's PA](#).

www.smo.uhi.ac.uk

Tha Sabhal Mòr Ostaig na charthannas clàraichte an Alba SC002578

Introduction

Under the Scottish specific duties of the Equality Act 2010, the College is required to prepare and publish equality outcomes every 4 years and report on progress made in achieving those outcomes, every 2 years.

The Public Sector Equality Duty (April 2011)

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion or belief
- ✓ Sex
- ✓ Sexual orientation

Equality Outcome 1

Governance

- Equality and diversity are embedded in and delivered through the College's leadership, governance and management structures and processes.

Actions Achieved

Equalities is an agenda item at Management Team meetings.

Students continue to receive Equalities training during induction week.

College Principal promotes Equality of Opportunity during welcome meeting with students.

Newly appointed HR Director committed to reviewing mandatory staff induction and refresher training with a focus on Equalities and other relevant policies.

As of April 2023, 50% of the Board of Directors were women.

Sabhal Mòr Ostaig Board of Directors complete online general Equalities training through Marshall ACM and additional Unconscious Bias training, through IHASCO.

Further action necessary

More implementation of Equalities Impact Assessment ensuring that all relevant staff are aware of the need to formalise and document this.

Publication of Equality Impact Assessments on Sabhal Mòr Ostaig website

Work with *UHI Equality, Diversity and Inclusion* committee regarding relevant training and a new template for Equality Impact Assessment.

Comment

Sabhal Mòr Ostaig staff are aware of their duties, regarding the promotion of Equality and Diversity, and keep this in mind, when organising events and in their dealings with students and other clients.

However, this good practice is not always documented and recorded.

Further awareness-raising and training is necessary so that staff can complete Equality Impact Assessments as a matter of routine and that these are published online.

Equality Outcome 2

Training

- Sabhal Mòr Ostaig uses and promotes the use of terminology which respects and includes all members of our communities.

Actions Achieved

International Pronouns Day 20 October 2021: Student-led event comprising of presentations and discussion groups, focussing on inclusive language and personal pronouns.

This was well attended by students and staff, both academic and support.

The result being greater awareness of the issue, discussion of key Gaelic-language terminology, an increase in staff members declaring their personal pronouns in email signatures.

Scottish Trans-alliance Training, hosted by UHI, 29 November 2021: This was attended by both members of the student support team.

The focus of this training was the effect that Section 28 had on the *LBGT+* community, various and newer gender terminology becoming more mainstreamed, protected characteristics, the Gender Recognition Act 2004, Gender recognition certificates, and Micro-aggressions, micro interventions and microaffirmations and what these terms meant. This was a helpful session to attend with groupwork and focus groups based on various circumstances.

GenSpect Training – 27 April 2022

GenSpect is an organisation led by psychotherapists who have concerns about the adequacy of the models of care currently in place for trans identifying young people, and who offer guidance which aims to support gender questioning young people and staff working with them to retain an exploratory approach to their feelings and experiences.

There were two sessions held; initially for college support staff and counsellor and then another session for a wider group. These sessions encouraged discussion and provided a wider perspective which included recognition of the fact that a significant number of people have de-transitioned.

SLWG on gender issues – 01 June 2022

This meeting was held with the aim of reviewing the training sessions and discussing priorities and future actions aimed at supporting our students.

Documentation submitted for Course validation – March 2023 was checked and amended

Further action

Due to work commitments and staff leave the SLWG has not met for a while.

The group must re-convene and agree actions to be taken forward, including guidance on supportive messages in email signatures, review course materials and marketing information.

Equality Outcome 3

Gender

- Male student participation across Sabhal Mòr Ostaig learning provision is increased.

2022/23 HE			2021/22 HE			2020/21 HE		
Student Characteristics	Enrols	%	Student Characteristics	Enrols	%	Student Characteristics	Enrols	%
Total	280		Total	262		Total	232	
Female	165	59	Female	165	63	Female	153	66
Male	108	39	Male	92	35	Male	75	32
N/A	7		N/A	5		N/A	4	
2022/23 FE			2021/22 FE			2020/21 FE		
Total	314	100	Total	303	100	Total	305	100
Female	193	61	Female	171	56	Female	174	57
Male	108	35	Male	129	43	Male	130	43
N/A	13	4	N/A	3	1	N/A	1	

Progress/Actions achieved

- According to our HE statistics, extracted from UHI Records, the gender disparity remains at an average of 65%/35% in favour of female students, although the gap, in terms of FE students, who are part-time, tends to be lower.
- The gap is, however, wider in respect of fulltime, on-campus students and will remain as an area for action.
- The gender disparity has been raised and debated at committee level within the college and has also been raised with external Gaelic promotional agencies such as *Bòrd na Gàidhlig* and a Gaelic-Scots consultation event with Scottish Government representatives.
- Our Marketing department continues to ensure that male students are at least equally represented in publicity materials.
- The President and Vice-president of the Student Association (*Comann nan Oileanach*) are male students, and both have had lead roles in forming a Gaelic association with other the Gaelic/Celtic societies of other Scottish Universities.
- Male students are well represented among the student musicians who participate in events within and out-with the college including a concert at Celtic Connections 2023 which has since been broadcast on BBC Alba.

Further Action

- Discussion within the college, at Senior Management level, in terms of further action with relevant external agencies.
- Discussion and feedback gathering with current students to gain their perspective on the importance of this issue and appropriate actions to follow up.

Comment

- We have received information from other Universities, delivering similar courses, advising that they have similar issues regarding the recruitment of male students.
We also have anecdotal evidence from schools that less male pupils take Gaelic as a Higher-level subject.
Sabhal Mòr Ostaig must consider whether to explore this issue further with external agencies or accept that this gender disparity will always be the case and continue with current actions.

Equality Outcome 4.

Sabhal Mòr Ostaig gathers and employs comprehensive, robust evidence across all equality groups which informs action.

Progress/Actions achieved:

- Full protected characteristics gathered at the time of recruitment.
- Initiatives undertaken to gather more complete information from existing staff, explaining the need to gather this information and encouraging them to disclose their protected characteristics.

Actions still to be achieved:

- More effective methods of data collection.
- Collation of results.
- Analysis of results to determine areas for development.

Equality Outcome 5.

There is parity of outcome and consistency of experience for all students whatever their background, age or identity.

	2022/23 HE		2021/22 HE			2020/21 HE		
Student Characteristics	Enrols	%	Student Characteristics	Enrols	%	Student Characteristics	Enrols	%
Total	280	100	Total	262	100	Total	232	100
Female	165	59	Female	165	63	Female	153	66
Male	108	39	Male	92	35	Male	75	32
N/A	7	2	N/A	5	2	N/A	4	2
16-19	20	7	16-19	25	10	16-19	21	21
20-25	31	11	20-25	34	13	20-25	37	16
26-40	93	33	26-40	81	30	26-40	59	25
40+	136	49	40+	122	47	40+	115	50
Declared Disability	78	28	Declared Disability	68	26	Declared Disability	60	26
No Disability	199	71	No Disability	188	72	No Disability	167	72
Not disclosed	3	1	Not disclosed	6	2	Not disclosed	5	2
Majority Ethnicity	242	86	Majority Ethnicity	219	84	Majority Ethnicity	196	84
Ethnicity Not Declared	13	5	Ethnicity Not Declared	13	5	Ethnicity Not Declared	10	5
Minority Ethnicity	25	9	Minority Ethnicity	30	11	Minority Ethnicity	26	11

Short-course students

(Stats for 2022/23 are not available yet)

	2021/22		2020/21			2019/20		
Student Characteristics	Enrols	%	Student Characteristics	Enrols	%	Student Characteristics	Enrols	%
Total	582		Total	518		Total	519	
Female	365	63	Female	330	64	Female	363	70
Male	215	37	Male	186	36	Male	156	30
N/A	2		N/A	2		N/A	0	
<25	57	10	<25	31	6	<25	64	12
26-40	93	16	26-40	103	20	26-40	64	12
40+	420	72	40+	377	73	40+	327	63
Undisclosed	12	2	Undisclosed	7	1	Undisclosed	64	12

Declared Disability	57	10	Declared Disability	35	7	Declared Disability	17	4
No Disability	525	90	No Disability	483	93	No Disability	500	96
Not disclosed	0		Not disclosed	0		Not disclosed	2	

FE Students – An Cùrsa Inntigidh

Student Characteristics	Enrols	%	Student Characteristics	Enrols	%	Student Characteristics	Enrols	%
Total	314	100	Total	303	100	Total	305	100
Female	193	61	Female	171	56	Female	174	57
Male	108	35	Male	129	43	Male	130	43
N/A	13	4	N/A	3	1	N/A	1	
40+	203	65	40+	180	60	40+	173	57
26-40	86	27	26-40	108	36	26-40	117	38
20-25	21	6	20-25	12	4	20-25	12	40
16-19	4	2	16-19	3	1	16-19	3	1
Declared Disability	62	20	Declared Disability	51	17	Declared Disability	55	18
No Disability	237	75	No Disability	243	80	No Disability	235	77
Not disclosed	15	5	Not disclosed	9	3	Not disclosed	15	5
Majority Ethnicity	170	54	Majority Ethnicity	150	50	Majority Ethnicity	156	51
Ethnicity Not Declared	5	2	Ethnicity Not Declared	4	1	Ethnicity Not Declared	10	3
Minority Ethnicity	139	44	Minority Ethnicity	149	49	Minority Ethnicity	139	46

Actions achieved.

Our students continue to engage with the process of disclosing information and there are no concerns noted in terms of diversity, other than the lower number of male students, previously noted. Our HE courses, which are available by distance-delivery, continue to attract students of all ages from all over the world. Statistics on ethnicity remain consistent and we continue to have students disclosing disabilities. These students are well-supported by academic and support staff, including the college counsellor, and they achieve successful outcomes in their studies.

Actions still be to be achieved.

In addition to the data, we have on the diversity of our student community, we must pro-actively gather and analyse feedback from students. These processes have been more difficult because of staff pressures due to Covid.

Equality Outcome 6.

The physical environment at Sabhal Mòr Ostaig takes account of the needs of disabled users in planning and delivering all activities.

Progress/Actions Achieved

There has been significant progress, previously noted, regarding accessibility of buildings, inclusive signage and accessible parking spaces.

Staff continue to gather information from individual students and will schedule classes in areas of the college campus that are most accessible to students, in terms of distance.

We continue to survey attendees and participants at college events, with surveys including a direct question on accessibility and a general question on Equalities.

While the response rate has traditionally been low but has improved significantly in terms of the Graduation survey, the feedback supplied has been excellent.

Comment

The college will continue to gather data which will inform us of any areas for action in terms of accessibility and will continue to implement actions with the aim of maximising accessibility.

Equality Outcome 7.

Sabhal Mòr Ostaig advances equality of opportunity for all staff irrespective of equality groups across all aspects of working life.

As of March 2023, the following policies have recently been reviewed, updated and approved through the Sabhal Mòr Ostaig's Corporate Committee, thereby promoting Equality, creating opportunities and ensuring that no groups feel unfairly disadvantaged.

- Annual Leave Policy
- Flexible Working Policy
- Adoption Leave Policy
- Parental Leave
- Paternity Leave
- Pregnancy and Maternity Leave
- Shared Parental Leave
- Parental Bereavement Leave
- Time off for Dependants
- Other Time off
- Time off in Lieu
- Grievance
- Sickness Management Policy
- Menopause
- Disciplinary Policy
- Capability Policy

Staff have been informed about the revised policies by email and they remain accessible through the college Sharepoint system.