

Easy-Read Equality Report

2021 – 2025



This document
tells you about
Borders College's
equality plans for
2021 – 2025

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Introduction

This easy-read document sets out Borders College's equality plans for 2021 – 2025.

It is important that we make sure everyone has the same chances under the Equality Act 2010 and Human Rights Act 1998.

What is Equality? This means treating everyone fairly and giving everyone the same chances. Some people need extra help to get the same rights.

The **Equality Act** is a law that makes sure all people are treated fairly.

The Equality and Human Rights Commission makes sure everyone is treated in a fair way.

How do we make sure Borders College services are fair for everyone?



Jayne Gracie is the Assistant Principal for Quality and Development. Jayne is in charge of equality and makes sure we meet our responsibilities under the Equality Act.



Amy Brydon is our Equalities Officer. Amy helps staff and students to make sure our services are fair for everyone.

We write a report every 2 years on how well we are doing at meeting our equality responsibilities.

We value the opinions of staff, students and visitors. You can share your feedback on what we do well and what we can do better at any time.

Our equality priorities

- We will stop people from being treated unfairly for who they are. This is called **discrimination**.
- We will make sure everyone has the same chance to do things or get help.
- We will help everyone to have good relationships with each other.

Protected Characteristics

There are 9 protected characteristics. These are:

- Age
- Disability
- Gender
- Race/ethnicity
- Religion
- Whether you are lesbian, gay or bisexual
- If you are transgender
- Whether you are married or not
- If you are pregnant or on maternity leave

Sometimes people that have protected characteristics are treated unfairly or face discrimination. This is not right. Equality law is there to make sure everyone who has a protected characteristic is treated fairly.



We want to improve Equality Outcomes

When we look at whether our services are helping people, this is called looking at our equality outcomes.

It is important for us to ask students and staff if there are things in their life that might affect how well they get on at College.

This might be not having enough money, living with a disability or not knowing who to ask for help.

What have we done so far?

- We have talked to lots of people at Borders College about our services. People have helped us understand what we can do to make our services work better for them.
- We have a Students' Association, which represents the views of all students. The Students' Association works with the College in lots of different ways to make the student experience better.
- We make sure all staff complete equality and diversity training.
- We look at our policies to help students and staff get fair and equal access to our services and support.
- We make sure students get the chance to talk about equality and diversity in their classes.
- We support students who need extra help at College.
- When we are making important changes to how we do things at College, we always think about how these changes will affect our staff and students. This is called an **Equality Impact Assessment**.

Equality Impact Assessments are completed when we change the way we do something at College. They help us think about how the change we make will affect people with protected characteristics and make sure we don't treat these groups unfairly.

- We support staff through our Human Resource department.
- Disabled staff can have **reasonable adjustments** made to their workplace.

Reasonable adjustments – These are changes made to a workplace to help disabled people to do their job like anyone else.

We have developed an equalities plan for 2021 – 2025

In 2020 we started thinking about what we should do about equalities over the next 4 years.

To make our plan we:

- Spoke to students, staff and local support groups to find out what we are already doing about equality, and what people would like us to do in the future.
- We did a lot of research.
- We used data from staff and students to help decide what our equality outcomes should be.

Data is – information we collect about staff and students. This might tell us how old you are, your gender or what religion you are.

From all the information we collected, we agreed on 4 Equality Outcomes. These outcomes help us to make sure that Borders College treats everyone fairly. Sometimes this means giving some people extra help.

We will keep checking to make sure that our equality outcomes are helping us make a difference.

What are Borders College's plans for 2021 – 2025?

This section lets you know what our equality outcomes are.

Equality Outcome 1 – We will encourage men and women to apply for courses that are usually more popular with one gender

For example, hairdressing is more popular with women and plumbing is more popular with men.

Gender is – how male or female someone feels inside. There are many different genders. Some people are male, some people are female, some are both and some are neither.

- We will show students and staff with lots of different backgrounds and identities in our advertising.
- We will visit schools to encourage girls and boys to think about lots of different types of jobs.
- We will speak to employers about how to make work places safer and fairer for everyone.
- We will encourage more men and women to work for the College in jobs that are usually popular with one gender.

Equality Outcome 2 – We will make our workforce more diverse

- We will make sure we are doing everything we can to encourage different people from different backgrounds to work at Borders College.
- We will make sure all College managers get equalities training.
- We will look at our bullying and harassment policies to make sure they are fair and equal for everyone.

Equality Outcome 3 – We will make sure students with a protected characteristic are given the same chance to succeed as other students

- We will make sure we communicate with students in a way they understand.
- We will make sure students can access our facilities and services easily.
- We will speak to students to understand how we can improve our services for them.
- We will make sure staff get the chance to do equality training.
- We will make sure staff have guidance on how to support students with protected characteristics.
- We will make sure students get the chance to talk about mental health and wellbeing in their classes.

Equality Outcome 4 – Staff and students will know what a hate crime is and how to report it

A **hate crime** is any crime that you or someone else thinks has happened to you because you belong to a particular group of people. It might be because you are a woman, because you are disabled, or because you are a Person of Colour.

- We will improve the support and help for people who report hate crime.
- We will talk to people about what a hate crime is and let them know where they can go for help.
- We will work with students and staff to give people the help they need.

If you have any questions about equalities, please contact Amy Brydon (abrydon@borderscollege.ac.uk).

You can read our full Mainstreaming and Equality Outcome reports here – www.borderscollege.ac.uk/college-documents/equality-documents/.





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