



# North Highland College University of the Highlands and Islands

## Equality Theme – Institutional Leadership and Governance

1. **Outcome** – To increase female representation on the College Board of Management (or equivalent body) membership to at least **40%** by **30<sup>th</sup> April 2017**.
2. **Outcome** – To recruit one disabled Board member by **April 2015**.
3. **Outcome** - To mainstream equality impact assessment into all College Policies, Practices and relevant Decision-Making areas by **April 2015**.

## Equality Theme – Staffing

4. **Outcome** - To achieve completion and compliance standards for staff disclosure of equality data across all 9 protected characteristics, including staff recruited prior to the Equality Act 2010.
  - Achieving **50%** completion\* of an updated Equality Monitoring Form from all staff recruited *prior* to the introduction of the new Equality PCs by **30<sup>th</sup> April 2013**.
  - Achieving **40%** compliance\*\* by the **30<sup>th</sup> April 2013**.
  - Achieving **80%** completion by **31<sup>st</sup> March 2014**.
  - Revisit non-compliant staff annually, thereafter, and achieve an increase of **>5%** year on year from **31<sup>st</sup> March 2013**.

- Achieve **70%** compliance by **31<sup>st</sup> March 2017**.

\* **Completion** is where the form is completed but where 1 or more options of non- disclosure have been exercised

\*\* **Compliance** is where full disclosure has been provided

## 5. Gender

- To publish Gender employment information by **April 2013** (currently happens)
- To publish Gender pay gap information by **April 2013**.
- To publish gender equality outcomes and report progress by **April 2015**.
- To publish a statement on equal pay (by gender) by **April 2013**

## 6. Disability

- To publish Disability employment information by **April 2013** (currently happens)
- To publish equality outcomes and report progress by **April 2015**.
- To publish a statement on equal pay (by disability) by **April 2017**

## 7. Race

- To publish Race employment information by **April 2013** (currently happens)
- To publish Race equality outcomes and report progress by **April 2015**.
- To publish a statement on equal pay (by Race) by **April 2017**

## 8. Employment

- To increase the ratio of female modern engineering apprentices by **1** each year (August intake) - ie, 2 in year 2 and 3 in year 3.

- To increase male employees by **5%** in the hospitality section by **30<sup>th</sup> April 2017**.
- To increase male employees in the Care and Creative Arts Team by **5%** by **30<sup>th</sup> April 2017**
- To increase male employees in the BARS Team by **5%** by **30<sup>th</sup> April 2017**

### **Equality Theme – Staff Development**

9. **Outcome** – All employees (100%) to have undertaken the UHI (or equivalent) compliance awareness training within 1 month of recruitment as part of induction.
10. **Outcome** - All employees to receive tier 2 soft-skills training (UHI model or equivalent) by **31<sup>st</sup> March 2015**
11. **Outcome** - Identify and deliver appropriate training in Equality Impact Assessment to all relevant staff by **31<sup>st</sup> March 2014**

### **Equality Theme – Communication**

12. **Outcome** - To produce an annual equality report which contains equality outcomes, a statement of progress against outcomes (including an action plan) and which celebrates successes by **30<sup>th</sup> April** each year. The report must also make particular reference to progress in the mainstreaming of equality.
13. **Outcome** – To undertake a full (equality) stakeholder analysis by December 2013 and to develop effective consultation frameworks for Equality Impact Assessment **by April 2014**.

## **Equality Theme – Students**

14. Improve attainment rates in mature students (>21) by **0.2%** each year – overall increase of **0.8%** by **30<sup>th</sup> April 2017**
15. Improve attainment rates for students with a declared disability by **0.1%** each year, achieving an overall increase of **0.4%** by **30<sup>th</sup> April 2017**.

## **Equality Theme – Procurement**

16. We will take into account in tender evaluation and contracting processes a potential contractor's approach to equality in terms of employment methods and service delivery where it is reasonably practical to do so.

