

# EQUALITY

at Forth Valley College

## WE ARE GUIDED BY THE EQUALITY ACT 2010

WE AIM TO:

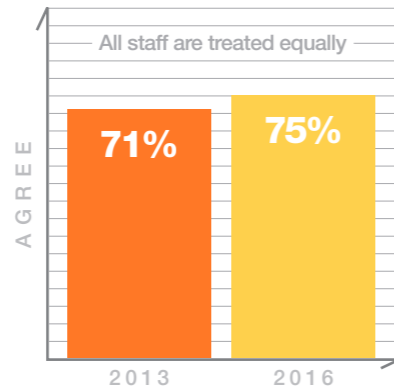
Promote  
good relations

Advance  
equality of  
opportunity

Eliminate  
discrimination,  
harassment and  
victimisation

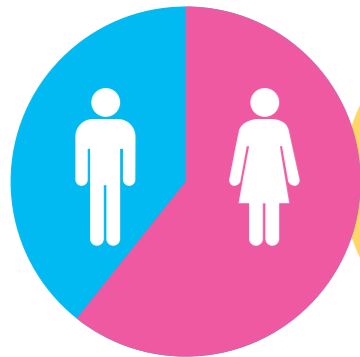
Continue to address  
gender imbalance in STEM

# OUR STAFF

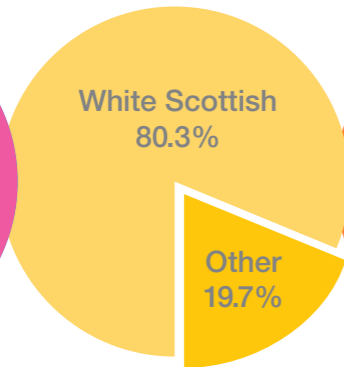


« AVERAGE LENGTH OF SERVICE - 10 YEARS »

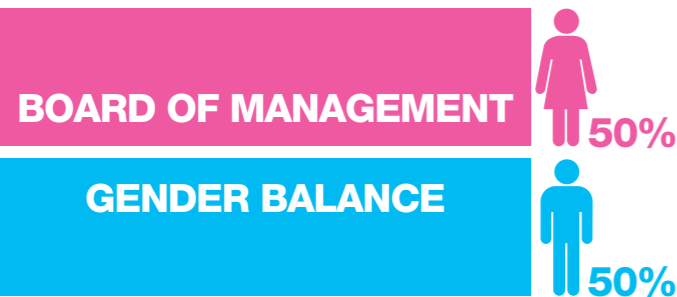
### GENDER BALANCE



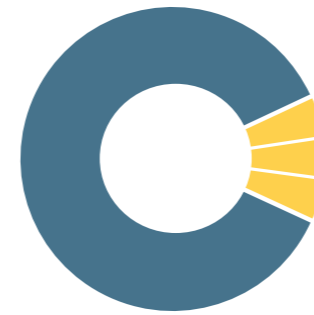
### OUR WORKFORCE



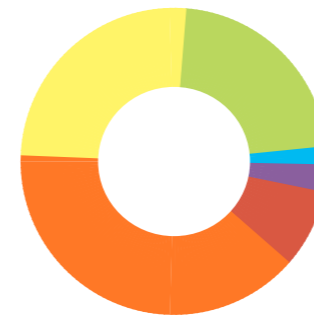
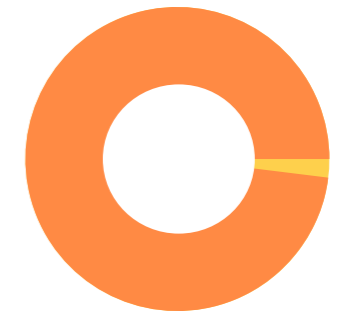
### RELIGIOUS BELIEF



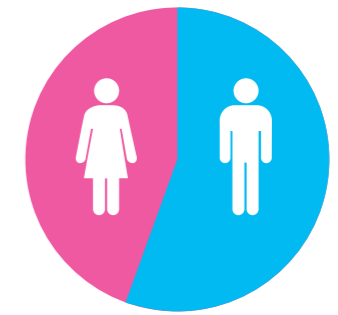
# OUR STUDENTS



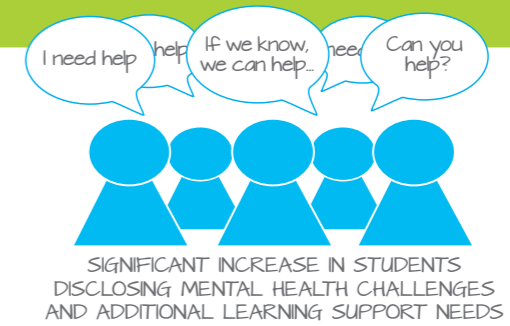
- SPECIFIC LEARNING DIFFICULTY 31%
- MENTAL HEALTH CONDITION 22%
- LONG STANDING ILLNESS 22%



- <16 YEARS 4%
- 16 - 19 YEARS 35%
- 20 - 24 YEARS 20%
- 25 - 44 YEARS 26%
- 45 - 59 YEARS 11%
- 60+ YEARS 3%



# EQUALITY OUTCOMES



## GOING FORWARD

Focused CPD for staff re: equality, diversity & inclusion

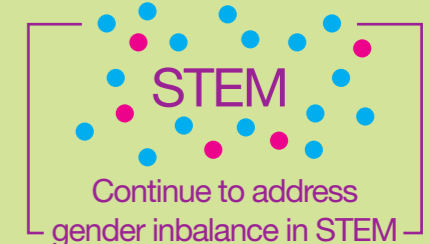
SMT to continue to champion equality, diversity & inclusion

Our BME population = local area population... however we need more info on their experiences

Review process for reporting hate incidents



ENHANCE SUPPORT FOR LEARNERS WITH A RANGE OF NEEDS TO HELP THEM ACHIEVE



## PROTECTED CHARACTERISTICS

- Pregnancy & Maternity Status
- Sexual Orientation
- Disability
- Age
- Sex
- Marriage & Civil Partnership
- Religion or Belief
- Gender Identity
- Race



## OUTCOMES 2017-2021



All FVC students and staff (lecturers, support staff & Senior Management) ensure equality is embedded across all College functions



All students at FVC including those with protected characteristics can access and benefit from a curriculum that reflects individual and local needs



All students and staff are able to access the right support for their individual needs in an environment free from discrimination and harassment



FVC students with protected characteristics progress equally onto positive destinations



All FVC staff promote equality in the fulfilment of their job role and are able to effectively deal with the needs of a wide range of students

## Equal Pay

**JOB  
EVALUATION  
SCHEME IN  
PLACE**

**REGULAR  
EQUAL PAY AUDITS  
- LAST ONE TOOK  
PLACE IN 2016**

**WE OPERATE  
IN AN ENVIRONMENT  
POSITIVE TO GENDER  
EQUAL PAY**

## For more information

We are always interested in hearing what staff, students and partners think of equality at Forth Valley College. To share your views, or to get involved in our activities, please email [equality@forthvalley.ac.uk](mailto:equality@forthvalley.ac.uk)