

Report C - Equality Outcomes - 2021-2025

**Public Sector Equality Duty (PSED)
Reporting 2021**

Report C: Equality Outcomes 2021 - 2025

1. Context

Below are our Equality Outcomes for 2021 to 2025. These Equality Outcomes have been developed with involvement and input from;

- Staff
- Students
- External Stakeholders
- Leadership Management Team and Board of Management

We have also made use of [sectoral priorities](#) and based these outcomes on the findings from our [reporting on and evidence gathering for our last set of equality outcomes](#). These outcomes will be embedded in our strategic approaches and key projects.

Over the next four years, we will seek to achieve our Equality Outcomes by;

- Using data to create a baseline to build upon to ensure that we can measure success and impact
- Developing robust plans, with key milestones and targets to ensure that our equality work is strategic, streamlined and responsive to the needs of our staff and students
- Designing our equality work to align with the four year Public Sector Equality Duty reporting cycle (where possible) to ensure clear lines of vision, design and implementation.

We welcome feedback on our Equality Outcomes and if you wish to submit feedback, please contact Anna Vogt, who leads on our Public Sector Equality Duty work, on 01324 403113 or equality@forthvalley.ac.uk.

2. Equality Outcomes

EO1	We will improve our use of data and analytics to enhance our understanding of the student and staff experience at Forth Valley College with a view to improving that experience and enhancing our engagement with those who share protected characteristics.
EO2	We will work towards building and fostering an antiracist culture by addressing: curriculum and pedagogy, policy and processes, recruitment, and reporting structures.
EO3	We will make progress on improving outcomes and the student experience by addressing gender based violence and gender balance in specific subject areas.
EO4	We will take significant steps to improve well-being and mental health support to those groups who experience consistently poorer outcomes.
EO5	We will take significant steps to systemise continuous professional development for staff specifically targeting understanding around anti-racism, gender based violence, disability and well-being.