

**Glasgow
Kelvin
College**



Equality Outcomes 2021 - 2025

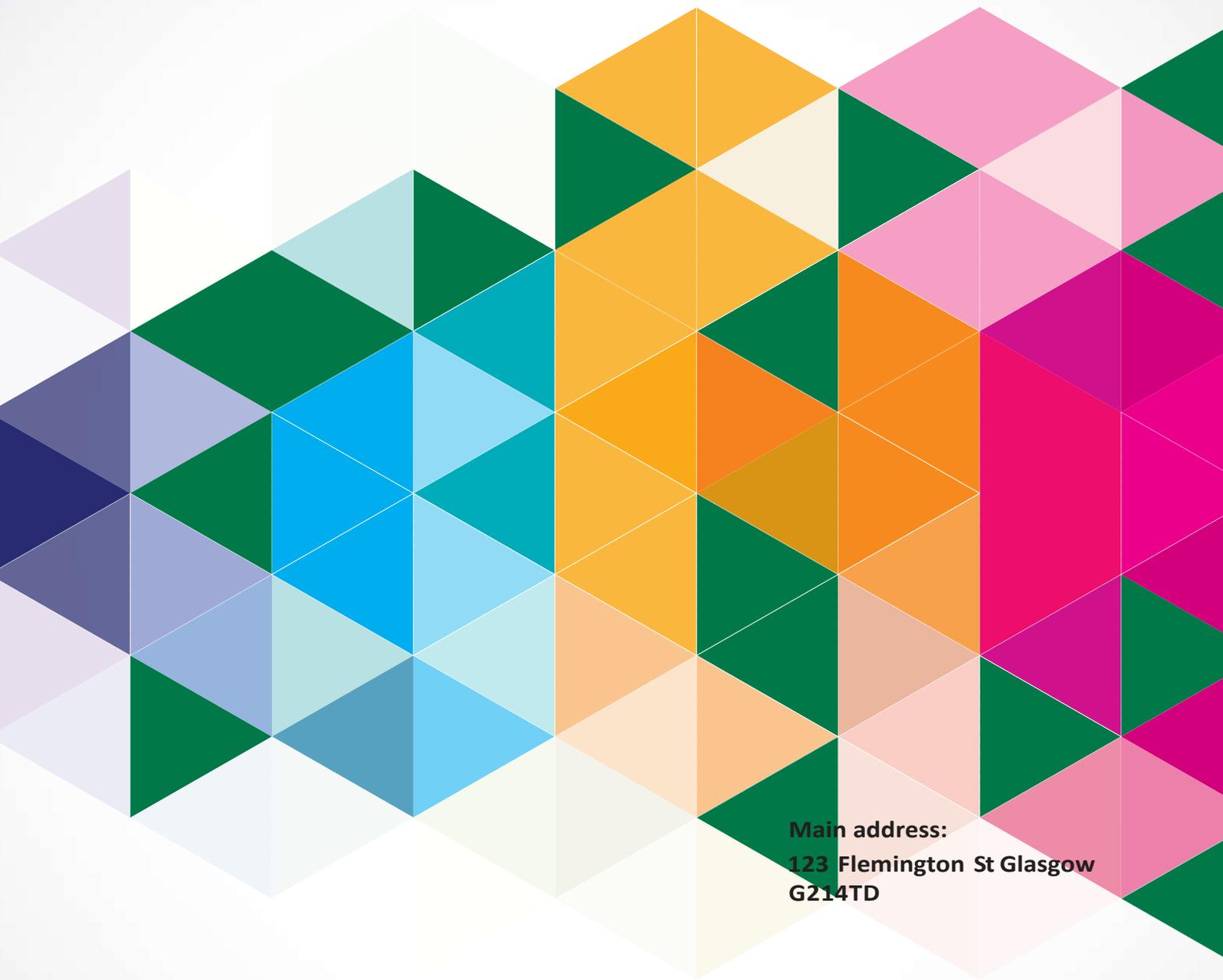
Equality Outcomes - April 2021 to April 2025

The outstanding actions and the evidence gathered during our consultation and information processes to produce our Public Sector Equality Report 2021 have informed the areas of focus for our new set of Equality Outcomes for 2021-2025.

The areas of focus identified for our new Equality Outcomes are detailed below:

1. Our workforce has good representation of ethnic minority groups across our grading structure and is more reflective of the Glasgow Region by 2025. Progression of existing staff to managerial positions will improve through better preparing our staff for promotion.
2. Our staff are confident in disclosing a disability and our workforce has good representation of disabled employees across our grading structure by 2025. Progression of existing staff to managerial positions will improve through better preparing our staff for promotion.
3. Improve the disclosure rate of staff and students in relation to mental health conditions through establishing strategies and support which enables them to maintain good mental health and progress in work and study.
4. Improve LGBTQ+ equality and inclusion for staff and students through improving understanding of inequalities reducing stigma, discrimination and violence.
5. Tackle gender-based violence to keep staff and students safe and able to work and study; reduce the level of gender based occupational segregation within the College.
6. Staff and students have an improved understanding of equality and inclusion so that they are able to participate in an inclusive learning and working environment, and promote good relations between people from different groups.

The College will in partnership with internal and external stakeholders develop an action plan to support its Equality Outcomes. A report detailing our progress against each outcome will be published on an annual basis over the next four years.



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