

Shetland College UHI

Equality Outcomes Progress and Mainstreaming Report 2021-25

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## **1. Introduction**

This report is intended to deliver an update on past progress against the outcomes for 2017-21, as well as progress in mainstreaming equalities. The report also sets out our outcomes for the period 2021-25.

Shetland College at present is part of the Shetland Islands Council, and therefore previous reporting has been done with other community partners and part of the wider Shetland Islands Council. This is due to change in August 2021 (see part 6 for more localised details).

## **2. Equality Statement**

As one of Shetland's Community Planning Partners, we are committed to fulfilling the three key elements of the general equality duty as defined in the Equality Act 2010:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity between people who share a protected characteristic and those who do not
- Fostering good relations between people who share a protected characteristic and those who do not

The protected characteristics are –

- age
- disability (including physical impairment, learning disabilities, mental health issues and long-term conditions)
- gender reassignment,
- pregnancy and maternity
- race, this includes ethnicity, colour and national origin
- religion or belief
- sex
- sexual orientation
- marriage/civil partnership (for which only the first duty applies)

### **2.1 The Equality Act 2010 and the General Equality Duty**

The Act brings together the areas of race, disability, sex, sexual orientation, religion and belief, age and gender reassignment in one legislative entity.

At the same time the Act clarifies the approach that should be taken on issues around ensuring fair treatment with regards to marriage/civil partnership and pregnancy and maternity. Shetland Islands Council in the exercise of its functions must;-

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not, by tackling prejudice and promoting understanding

## **3. Mainstreaming Equality**

Mainstreaming equality simply means integrating equality into our day-to-day working. This means taking equality into account in the way we go about our business when acting as an employer, or planning and providing services.

For a number of these actions, Shetland Islands Council have been responsible, and therefore in areas such as recruitment and HR Shetland College would ask readers of this document to visit [Equality and Diversity – Shetland Islands Council](#).

#### 4. Performance Indicators: Student Information

For 2018-2019

Completed Successful	Student Characteristics	Enrols	%	Early W/D	Early W/D %	Further W/D	Further W/D %	Partial Success %	Successful %
<b>Partner</b>	<b>Shetland</b>	3341		20	0.6%	63	1.9%	4.1%	93.1%
Disability									
	Declared Disability	475	14.2	9	1.9	22	4.6	7.6	85.9
	Disability Not Declared	69	2.1	-	-	-	-	-	100
	No Disability	2797	83.7	11	0.4	41	1.5	3.6	94.1
	Ethnicity Not Declared	24	0.7	-	-	1	4.2	-	95.8
	Majority Ethnicity	3044	91.1	18	0.6	50	1.6	4.2	93.2
	Minority Ethnicity	273	8.2	2	0.7	12	4.4	3.7	91.2
Gender									
	Female	1176	35.2	16	1.4	36	3.1	9.2	86.2
	Male	2162	64.7	4	0.2	27	1.2	1.4	96.8
	N/A	3	0.1	-	-	-	-	-	66.7

For 2019-20

Completed Successful	Student Characteristics	Enrols	%	Early W/D	Early W/D %	Further W/D	Further W/D %	Partial Success %	Successful %
<b>Partner</b>	<b>Shetland</b>	2215		33	1.5%	51	2.3%	1.8%	87.2%
Disability									
	Declared Disability	372	16.8	9	2.4	20	5.4	3.8	76.9
	Disability Not Declared	35	1.6	1	2.9	-	-	5.7	80.0
	No Disability	1,808	81.6	23	1.3	31	1.7	1.3	89.5
Ethnicity									
	Ethnicity Not Declared	7	0.3	-	-	-	-	-	100.0
	Majority Ethnicity	2,018	91.1	28	1.4	43	2.1	1.8	88.1
	Minority Ethnicity	190	8.6	5	2.6	8	4.2	2.1	77.4
Gender									
	Female	723	32.6	23	3.2	37	5.1	3.3	76.2
	Male	1,489	67.2	10	0.7	14	0.9	1.1	92.6
	N/A	3	0.1	-	-	-	-	-	66.7

Areas of work that Shetland UHI need to look at are:

- Lower rates of successful completion of students with a disability
- Lower rates of successful completion of students who are female

## 5. Progress on Equality Outcomes 2017-21

For a full report on Shetland Island Council's progress please see [shetland-outcomes-and-mainstreaming](#)

A particular area of note was Outcome 3: *LGBT people feel confident and included when accessing services*

As a Shetland Partnership partner, Shetland College was delighted to support the Shetland Islands Council Schools Service and Youth Services in their development of a Schools Transgender Policy. On an operational level to support this Policy there are now a number of unisex toilets at Shetland College.

Shetland College have also been involved with the Blydepride Campaign. The Blydepride Campaign was launched by Shetland's LGBT Working Group. This includes members from Shetland Islands Council, NHS Shetland, Police Scotland, Voluntary Action Shetland and Shetland College.

The Blydepride campaign's aims are to:

- Challenge homophobia and transphobia in Shetland.
- Facilitate learning about the challenges faced by LGBTQ+ people in accessing public and voluntary services.
- Deliver more inclusive public and voluntary services.

Following on from this, there have been other opportunities locally for the local LGBT community to express what living in Shetland is like for them. This includes:

- a Radio Shetland programme on the experiences of LGBT people in Shetland;
- an LGBT themed exhibition organized by the local LGBT Community Group; and
- Screen Pride, a monthly LGBT focused film night at the local cinema.

How to find out more –

[www.facebook.com/blydepride](http://www.facebook.com/blydepride)

Linked to more understanding of LGBT issues was that a local peer education group developed a workshop on LGBT issues which was delivered to a group of staff at Shetland College.

Outcome 6 was another area to note in terms of Shetland College:

*Migrant workers and their families feel more integrated into their local community.*

Shetland College offer ESOL classes aimed at the migrant population, and students can study at a number of different levels.

Other areas that have seen small equality improvements is that of females into traditional STEM areas particularly in apprenticeships.

The ratio of male to female for Scotland in terms of apprenticeships are detailed below, with the corresponding figures for Train Shetland (the vocational training arm of Shetland College). This shows that in Shetland a larger percentage of our apprentices are female.

Year	Female (Scotland)	Female (Shetland)	Male (Scotland)	Male (Shetland)
2018-2019	38%	61%	62%	39%

2019-2020	38%	60%	62%	40%
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Proportionally the ratio of females to males is higher than the national average. However still a majority of male applicants are in STEM and Construction and female in Care and Administration. The main impact is the increased numbers of care and childcare places which are female dominated. More needs to be done to address the balance.

The *MA for a Day* is an SDS initiative that Train Shetland run in conjunction with the local schools and Shetland Islands Council's Workforce Development department. This is a day that school pupils can visit workplaces around the islands and find out more about being an apprentice in these areas. It is encouraged that girls go to traditional male industries, such as engineering and local ferries, whereas boys go to care homes and offices. This has certainly highlighted the issues but has not yet translated to applications and successful placements.

Mostly recently there has been six new apprentices in farming and agriculture, and some of these are female which is a move towards more equality.

[Record number of new apprentice starts in isles despite economic challenge of pandemic | Shetland News \(shetnews.co.uk\)](https://shetnews.co.uk)

## 6. HiSA Update

The Highlands and Islands Student Association have also worked on Equalities opportunities during this period to benefit Shetland College students.

*“March 2020 – HISA paid for students with children under 5 to have membership to VIP Beenies – an online academy that gave access to a variety of online events and resources for young children. It was clear from feedback that students with very young children were being adversely affected juggling the demands of studying at home and parenting. This ran from March – August.*

*Since then, everything we have done has mainly focused on social media due to coronavirus restraints. We have shared and showcased the following on our socials this year:*

- *HISA has a diversity calendar where we share posts from our regional page including Pansexual visibility day*
- *LGBTQIA history month -*
- *Rape Crisis – 16 days of activism*
- *Supported local walk against gender-based violence #wistoo*
- *Black History Month*
- *During freshers we had a voluntary sector day and shared the services of Victim Support, Sheltand Rape Crisis, Women's Aid, Ability Shetland, Mind Your Head among others*
- *Anti-racism campaigns, Black Lives Matter not All Lives Matter*
- *NUS Scotland Podcaster featuring disability and LGBT activist Carson Tueller*

*During Freshers 20202 we held a presentation by Student Action for Refugees on Ethics, Human Rights and Activism. Students from Shetland and Orkney were very engaged with this and there was talk of setting up a regional UHI STAR society.”*

## 7. Local Context and Changes

This report has highlighted so far that Shetland College has been part of Shetland Island Council. This has meant that the majority of the actions are reported by Shetland Island Council, such as all employment data and equality reporting. See [Equality and Diversity – Shetland Islands Council](#) for more information.

From August 2021 Shetland College will join with two other educational organisations, Train Shetland and the NAFC, to form Shetland UHI. This will be a single tertiary education college for Shetland and will offer education to a wide range of learners across different subjects and interests.

The new college will be a partner of the University of the Highlands and Islands, enabling Shetland to benefit from opportunities and resources throughout the UHI network.

You can read more about the new Shetland UHI here [Home - A New College for Shetland \(uhi.ac.uk\)](#)

Shetland UHI aims not only to ensure meeting Public Sector Equality Duty responsibilities, but to take a lead in furthering equality across tertiary education in Shetland. Working in partnership with other community bodies, Shetland UHI will be committed to the 2018-2028 Shetland Partnership Plan. This document lays out how Shetland Partners will work together to improve the lives of everyone in Shetland. You can read more about it [shetland-partnership-plan](#) and see updates from 2019 onwards [Shetland Partnership - Plans – Shetland Islands Council](#)

## 9. Equality Outcomes 2021-2025

- Engagement with Shetland Space Centre and UHI STEM Femmes to encourage outreach with local students about female participation in sciences and engineering
- Jane Lewis – Principal Designate of Shetland UHI – is joining the UHI pilot ‘Advance-HE Equality Charter Self-assessment Team’.
- Further work with UHI Minority Men and deepen a partnership with the local SDS.
- Training of staff to encourage understanding of issues such as gender based violence.
- Work towards having the right tools and infrastructure in place to allow Shetland UHI to participate in the Athena Swan project.
- Continue working in partnership with local Shetland support agencies with the common goal of supporting apprentices. This is particularly helpful for care experienced pupils, and also allows more scope to discuss gender imbalance within apprenticeships with school and support groups.
- New links with SSE to involve Women in STEM with the local windfarms. This will involve work with Developing the Young Workforce and SDS, to help promote female participation in these areas.
- As part of the wider UHI initiative to have a single report from 2025 onwards for equality reporting, Shetland UHI look forward to working with other academic partners on this. Shetland UHI aims to work with colleagues on equality regarding community partnerships and stakeholder engagement. This is likely to involve at least two meetings a year plus engagement through digital mediums to share good practice and equality mainstreaming ideas.
- Work to improve the performance indicators that show that there are:

- Lower rates of successful completion of students with a disability
- Lower rates of successful completion of students who are female

## **10. Conclusion**

Shetland College has made some progress in both awareness and mainstreaming gender and sexuality equalities, however there is still areas of improvement of equality and diversity.

The move out of the Shetland Island Council will precipitate new ways of working across a larger tertiary College. There will be more scope of working across a wider range of subjects, especially in traditionally male dominated engineering. There also is the scope for more joined up work with the University of the Highlands and Islands in equality and diversity.