



Equality Outcomes

2025-2029

Contents

Section 1 Pages 3-4

- Introduction
- Context for Borders College Equality Outcomes 2025-2029
- Borders College Equality Outcomes 2025-2029
- Equality Outcome 2025-29 Action Planning Process

Section 2 Pages 5-8

- Rationale for Equality Outcomes 2025-29
- Mainstreamed National Equality Outcomes

Section 3 Page 9

- Monitoring and Review
- How to comment on this document

Section 1

Introduction

At Borders College we are proud of our commitment to ensuring equality, diversity and inclusion for our entire College community.

We have a strong ambition to provide a truly inclusive environment valuing and respecting diversity and ensuring equality of opportunity for everyone. We aim to remove barriers and advance equality for groups who experience disadvantage in our society. We work hard to create a community where everyone feels safe, welcomed, supported and respected.

We have made significant progress on our equalities journey, but we remain highly cognisant of the persistent inequalities which continue within our wider society. The publication of the National Equality Outcomes by the Scottish Funding Council and Equality and Human Rights Commission, highlights the inequalities still experienced in Colleges and Universities in Scotland.

Context for Borders College Equality Outcomes

Borders College has responsibilities under the Equality Act 2010 to comply with the Public Sector Equality Duty (PSED). This duty aims to make sure that organisations are thinking about how their decisions, plans and policies affect people with different protected characteristics. The protected characteristics under the Equality Act are; age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership race, religion and belief, sex and sexual orientation.

Beyond these nine protected characteristics identified by law, Borders College recognises that other people can often experience disadvantage and discrimination in our society, including care experienced people, carers, including young carers, and where there is social exclusion or deprivation.

Borders College Equality Outcomes 2025-29 are specific outcomes, within our power to achieve, based on evidence for an equality group, such as those who share a particular protected characteristic or group of protected characteristics.

Border College Equalities Outcomes have been prepared by considering;

- The progress made with the College's Equality Outcomes Action Plan 2021-25
- Evidence and data gathered through the College's Equality Mainstreaming Report 2025
- Expectations from Equality & Human Rights Commission and Scottish Funding Council around the National Equality Outcomes (NEOs)¹
- Furthering one or more needs of the general duty of the PSED
- Other evidence relating to people who share a relevant protected characteristic

¹ [Tackling persistent inequalities together](#)

Borders College has identified Equality Outcomes which have been aligned around themes which focus on College need and relevant National Equality Outcomes. The rationale for these outcomes can be found on Page 5.

Theme: SAFETY

Outcome 1: Borders College Community will feel increased 'safety' at College, and have more confidence in the processes, procedures and supports in place.

Theme: CURRICULUM

Outcome 2: Borders College will deliver for students a curriculum which further embeds equalities within and across it.

Theme: SUCCESS

Outcome 3: Borders College will improve the success and retention rates of students across identified age groups, and students who have a disability and/or declare a mental health condition.

Equality Outcome 2025-29 Action Planning Process

This process will;

- Be a consultative process which will take responsible steps to involve people who share a relevant protected characteristic or anyone who is able to represent the interests of those people.
- Ensure the working action plan is detailed and has clear and specific targets, actions and measures for success identified for each of the equality outcomes.
- Allow for outcome leads and action owners to be clear about targets, measures and responsibilities, and to continue to ensure that links across other College action plans are visible and relevant.
- Allow opportunities for students and staff to contribute to the delivery of the outcome actions.
- Be a live document/process which is responsive to need and change, and to the College's capacity for delivery.

This process will continue following the College's Equalities and Inclusion Committee and publication of our Equality Mainstreaming Report, both of which are in April 2025.

Section 2

The rationale for the College's Equality Outcomes and how they relate to relevant NEOs are detailed below.

SAFETY	
Equality Outcome	Borders College Community will feel increased 'safety' at college, and have more confidence in the processes, procedures and supports in place.
Rationale	<ul style="list-style-type: none"> • This outcome will build on the positive actions and progress from Outcome 4 in Borders College Equality Outcome Action plan 2021-25. • There is a considerable focus on safety within the National Equality Outcomes therefore the College can continue to build opportunities to explore what this means for Borders College and to improve the feelings of safety and belonging and a positive student experience within particular groups. This also aligns to the SFC Student Satisfaction Survey. • This outcome allows the College to respond to appropriate national actions/campaigns, and to continue to build our partnerships with local organisations. • The College has a relatively new Report for Support process. At this stage there is limited quantifiable data and information to measure impact. • The College has is limited survey/data around the NEOs below. The College can now build on this and plan actions accordingly. • The theme of safety links and overlaps with the College's Trauma Informed work. • This outcome allows for targeted diversity campaigns within the College's Equalities Calendar.
Protected Characteristics & NEOs	<p>All students, staff, and visitors to Borders College and in particular; -</p> <ul style="list-style-type: none"> • NEO 17 (Sexual Orientation) - Lesbian, Gay and Bisexual staff and students report that they feel safe being 'out' at university and college. • NEO 8 (Race)- Staff and students feel supported and safe and are confident that complaints of harassment or bias on the grounds of race will be dealt with appropriately because complaints procedures are fit for purpose and offer effective redress • NEO 12 (Religion or Belief) - Students and staff report that they have confidence in institutional report and support mechanisms because they are fit for purpose • NEO 13 (Sex) - Staff and students know how to access support about violence, harassment and abuse, report their experience and feel properly supported in doing so because the services are fit for purpose • NEO 14 (Sex) -Institutions can evidence approaches that prevent and respond to violence, harassment and abuse • NEO 5 (Disability) -Disabled staff and students report feeling safe in the tertiary system • NEO 7 (Gender Reassignment) - Trans staff and students report feeling safe to be themselves in the tertiary system

CURRICULUM	
Equality Outcome	Borders College will deliver for students a curriculum which further embeds equalities within and across it.
Rationale	<ul style="list-style-type: none"> • This outcome builds on the actions from Outcome 1 from Borders College Equality Outcomes 2021-25 and considers next steps and direct actions to address imbalances on courses, in particular gender imbalance and how we continue to work towards the Scottish Funding Councils Gender Action Plan targets for 2030. • Considerable (and ongoing work) has been carried out to ensure the curriculum at Borders College is tailored to meet the needs of our Region and consider our wider and global and sustainable development goals, this is reflected in our Strategic Plan and our SEAP 2024/25. The College has identified a need to review curriculum content to consider how equalities is understood and delivered within and across the curriculum, both within curricular areas and for wider societal understanding and effective participation. This strongly links with the Sparqs Student Learning Experience model and EDI focus within Learning & Teaching audits. • By reviewing equalities within and across the curriculum it provides the College with the opportunity to embed equalities and diversity in innovative and sustainable ways, and ensure it is antiracist. • This outcome (and the relevant NEO below) allows the College to focus on the attainment levels of racial groups in data collections. <i>(note: the % of students from differing racial groups is low and could result in individuals being tracked rather than groups, further discussion should take place around this).</i>
Protected Characteristics & NEOs	<p>All staff and students will benefit from a curriculum offer which is diverse, representative and inclusive in its learning, teaching and delivery. Particular groups will also benefit, these include;</p> <ul style="list-style-type: none"> • NEO 9 (Race) Institutions should have regard to attainment levels by racial group and ensure that their curriculum is diverse and anti-racist • NEO 16 (Sex) - Institutions will have regard to significant imbalances on courses and take action to address it

SUCCESS	
Equality Outcome	Borders College will improve the success and retention rates of students across identified age groups, and students who have a disability and/or declare a mental health condition.
Rationale	<ul style="list-style-type: none"> • As Borders College continually aims for improvement in student success and retention rates, and in overall student experience, this outcome will build on the successful actions of Outcome 3 from the Borders College Equality Outcomes 2021-25 and focus on progressing success and retention rates across identified groups of students. • This outcome will align with specific actions from the SEAP allowing for collaborative work across the College. • This outcome allows the College to focus on the identified NEOs aligned to this outcome as well as to work towards the College specific data identified in the Equality Mainstreaming Report 2025.
Protected Characteristics & NEOs	<p>Students across age and disability:</p> <ul style="list-style-type: none"> • NEO 2 (Age) The success rates for college students aged under 19 will improve • NEO 3 (Disability) - Success and retention rates of college students who declare a mental health condition will improve • NEO 4 (Disability) - Disabled students report feeling satisfied with the overall support and reasonable adjustments received, including from teaching staff, while on their course.

Borders College has identified specific National Equality Outcomes which will continue to be mainstreamed and will not feature within a specific Equality Outcome within the College's Equalities Action Plan for 2025-29.

National Equality Outcomes
<ul style="list-style-type: none">• NEO 6 (Disability) - Where representation is not proportionate to the relevant population, increase the representation of disabled staff in the workforce and on college Boards and university Courts.• NEO 10 (Race)- Where representation is not proportionate to the relevant population, increase racial diversity and address any racial diversity issues in College Boards.• NEO 11 (Race) - Where representation is not proportionate to the relevant population, increase the racial diversity of teaching and non-teaching staff to align with student representation in the sector.• NEO 15 (SEX) - Men (staff and students) know how to access mental health support, recognising intersectionality within that group.
Rationale
<p>Our data, and reports over time show that the diversity of College staff and student population is representative and proportionate to the local context. Diversity is important to Borders College and building on the work from Outcome 2 from our Equality Outcomes 2021-25, we can continue to encourage wider representation of our workforce and College Board through our current processes and evaluation of these, and also through our ongoing monitoring and periodic reviews of data. This will allow the College to continually monitor how representative and proportionate our staff and board are and act if required. Our approach to the NEOs above is that they can be progressed through our ongoing mainstreaming actions and processes within People Services, Marketing, and Equalities.</p> <p>The College is confident that our current and any new approaches to Men's Mental Health will be mainstreamed into our equalities work, within other outcomes and actions. This will be monitored through our ongoing processes and evaluations.</p> <p>Should this or our data change, and if capacity allows the College can consider to focus on these NEO's in a more detailed approach or as a specific and targeted outcome.</p>

Any actions and data around these 4 NEOs can be gathered and evaluated to monitor progress, identify good practice or areas of concern.

Monitoring and Review

Borders College will monitor progress of the Equality Outcomes and Action Plan on an ongoing basis through the Equalities & Inclusion Committee. Updates will also be provided to the Senior Leadership Team, the Curriculum, Quality & Student Experience Committee, and to the Regional Board where appropriate.

Contact

The contact for Borders College Equality Outcomes and Action Plan is Hilary Broatch. Contact details can be found below if there are questions or comments in relation to the content and format of this document.

Hilary Broatch
Equality, Diversity & Inclusion Officer
Scottish Borders Campus Galashiels
TD1 3HE
hbroatch@borderscollege.ac.uk