

Equality Report 2017 (short)

This is a short report about **Equality** in Edinburgh College.

There is a longer report on the website that has more detail.

Important

If a word is in **green writing** we explain what it means in a Words List.
The Words List is at the end of this report.

What is Equality?

Equality is about treating people fairly.

The Equality Act 2010 is a law to protect people from being treated unfairly.

The act includes different groups of people that must be treated fairly. These different 'equality groups' are:

- People of all ages – younger and older people.
- Disabled people.
- People of all ethnic backgrounds.
- Women having a baby and women just after they have had a baby.
- People of different sexes – men and women.
- People who are changing their sex from one sex to another. They might describe themselves as transgender.
- People of all religions or belief or with no religion or belief
- People of all sexualities. For example, people who are lesbian, gay, bisexual or straight.
- People who are married or in a civil partnership.

Public bodies, like colleges and local councils also have to think about:

- Making sure that all people have the same chances to do well. This can mean some people need extra help to get the same chances.
- Helping people from different groups to get on with each other.

Why is this report important?

Public bodies also have to let people know what they are doing to make their services fair and equal. This is why this report is important.

What will this report tell me?

We want to make sure that everyone is welcome at the college and that everyone has the same chances to do well.

This includes people from different 'equality groups', carers, people who have been in care and other people who may need extra help.

This report will tell you what we have been doing to make our services fairer.

We still need to do more. This report will tell you where we want to be by 2021.

What have we done in the last two years?

These are some of the things we have done. The longer equality report has more detail.

- We now collect numbers to check we have a good mix of students from all different 'equality groups'. If we have low numbers of people from one group, we can take steps to make this better.
- We also use this information to check if different groups of students enjoy college and do well at college. We keep all personal information private.
- LGBT Youth Scotland gave us a charter mark in 2016 for supporting lesbian, gay, bisexual and transgender people.
- Our Students' Association works hard to make things better for students from all 'equality groups'. They won an award for the best Students' Association for colleges in 2017.
- In the past, some jobs were known as 'jobs for women' and some as 'jobs for men'. There are still more women who study subjects

like childcare. There are still more men who study subjects like computing. We want everyone to have the same chances to do what they are good at. We have held special workshops, so people can try out different subjects.

- We have held events to tell people about how to keep in good mental health.

We asked our students to fill in a survey soon after they started their course in 2016. Nearly all of the students who filled in the survey agreed that they felt welcome on their first day at college.

Where do we want to be by 2021?

- We want to include disabled people more when they are not fairly included.

This will be about making sure there are fair numbers of disabled people learning and working in the college. It is also about helping them get to the next level at college or into work. We want to make sure disabled people have a fair say about what happens in the college.

- We want to have more women doing subjects like computing and more men doing subjects like childcare.

This will give people more choices about what they want to be.

- We want to see people of different ages getting a good education that will help them to get a job.

We have been doing a lot to help young people to learn job skills and other skills. We will carry on doing this and will also help older people to get back into learning and work.

- We want more students with mental health needs to do well and have a good time at college.
- We want more **LGBT** students to do well and have a good time at college.

We think these students need some extra help and support.

- We want to have more **people from BME backgrounds** working at the college.

This is so the mix of people working in the college is more like the mix of people who live in our local area.

We also want to carry on making sure everyone is welcome to the college and is treated fairly.

What happens next?

An action plan saying what actions we will take to make these things happen will be on the website soon.

In 2019 we will report on how we are doing so far.

Words List

Equality

Equality means treating people fairly and giving them the same chances to do well.

People of all ethnic backgrounds

All people whether they are Asian, black, white or from another background.

Transgender

Some transgender people are born as one sex but identify as the other sex. Other transgender people might not identify as either male or female but in a different way.

Lesbian, gay, bisexual, straight

Lesbians (or gay women) are women who are attracted to other women.

Gay men are attracted to other men.

Bisexual people are attracted to men and to women.

Straight people are men attracted to women or women attracted to men.

LGBT

This stands for **L**esbian, **G**ay, **B**isexual & **T**ransgender.

Charter mark

This is like an award or certificate.

Civil partnership

This is an agreement between two people that is like marriage. The two people have to be either both men or both women.

Students' Association

This is a union for students that supports its student members.

People from BME backgrounds

People who are black or who are from an ethnic background that is less common in the local area.