

Report C: Evidence of Mainstreaming and Equality Outcomes 2021-2025

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.

Action	Mainstreaming Duty	PC	Progress	Department
Staff Health, Wellbeing and Cultural Surveys	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	All	Data from Workplace Resilience and Wellbeing (WRAW) and Ceannas Cultural Index surveys undertaken throughout the reporting period continues to inform the strategic and operational direction around staff wellbeing and college culture.	Human Resources
Student Experience Surveys	Eliminating Discrimination; Advancing Equality of Opportunity	All	From the AY 2022/23 the college has been able to delve further into student feedback surveys to understand specifically the experiences of students who share protected characteristics and priority access groups. This has allowed for a deeper understanding of how different groups' experience varies and has informed work around closing any identified gaps in experience, including modifications to college procedures, service delivery models and targeted interventions. The next steps are to ensure that such analysis is carried out for every feedback mechanism conducted by the college.	Learning & Quality Inclusion & Student Services
Introduction of PowerBI	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	All	In 2024 the college implemented the business analytics tool, Power BI enabling senior managers with the ability to interrogate data to inform robust decision making. Progress is continual however significant steps have already to use equalities data. For example, equalities data is already routinely used in the analysis of applications, enrolments, attendance & engagement, withdrawal and PI prediction/results data). As this tool continues to be deployed across the organisation, we will be able to understand more of the detail of the student experience; identify areas of intersectionality and determine the impact of interventions and activities.	Business Transformation, Leadership Management Team
Equality Impact Assessment Training	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	All	The Equality Impact Assessment training was delivered to College decision makers and Union colleagues in AY 2022/23. This training includes the exploration of the use of both internal and external data, in order to make informed decisions about planned change. Whilst there is evidence that the completion of EQIA's is at its highest levels, as new decision makers enter the organisation, it is important to ensure that EQIA	Inclusion & Student Services

			training and guidance is continuous to help support strong evidence-based decision making and	
Continuous Curriculum Improvement Process	Eliminating Discrimination; Advancing Equality of Opportunity;	Disability	The Continuous Curriculum Improvement process incorporates the use of PI prediction tracking tool academic year into curriculum performance Indicator reviews and delivery periods in order to understand, track and turnaround the downturn in performance across the College. This monitoring includes identifying students with additional support needs and those living in SIMD 10 and 20 to track their progress explicitly and allow for analysis of groups by characteristic.	All Curriculum Areas Inclusion and Student Services Learning & Quality

EO2: We will work towards building and fostering an antiracist culture by addressing: curriculum and pedagogy, policy and processes, recruitment, and reporting structures.

Action	Mainstreaming Duty	PC	Progress	Department
Anti-Racist Training for Managers	Eliminating Discrimination; Advancing Equality of Opportunity	Race	Bespoke training delivered to around 15 managers across the organisation. This training was delivered by two members of the Advance HE Anti-Racism project Advance HE Anti-Racism project and took place over 9 hours. This is the beginning of the journey towards anti-racism work and collaboration and learning from awarding bodies and education sector partners will be required.	Inclusion & Student Services
Anti-Racist Training Module	Eliminating Discrimination; Advancing Equality of Opportunity	Race	Anti-racist CPD module has been developed and is available to all staff. This forms part of the suite of equality and diversity CPD activities and is hosted in the College's Virtual Learning Environment, 'Moodle.' Promotion of this resource will take place at key points throughout the academic year, including dedicated staff development days and where it is aligned with	Inclusion & Student Services Learning & Quality
Support for BME Students	Eliminating Discrimination; Advancing Equality of Opportunity	Race, Religion or Belief, Sex, Gender Reassignment, Sexual Orientation	The college continues to host Shakti Women's Aid in the Falkirk campus one day per week. Shakti regards the college as a safe space, where they can promote their services and work with their client group away from their families and communities. Whilst there is some evidence of engagement, this service should be promoted more regularly across the Falkirk community.	Inclusion & Student Services
Black History Month and	Fostering Good Relations	Race, Religion or Belief	The college continues to find innovative ways to celebrate Black history. The annual Black History Month campaign provides a national platform on which to	Inclusion & Student Services

Cultural Celebrations			<p>anchor these celebrations. Activities include hosting guest speakers, focused on stories and storytelling and Black history across the Forth Valley region.</p> <p>Longer form staff e-zine posts around religious celebrations, such as Diwali, Hannukah, Eid al Fitr and Ramadan ensure we continue to acknowledge significant times of year for our community members.</p> <p>The emphasis for all of these events is around celebration of different cultures and history and to reframe discussions of race, religion and cultural identity to ensure discussions are well rounded and informed.</p>	Communications & Marketing
Update to Hate Incident Process	Eliminating Discrimination	Race, Religion, Age, Disability, Gender Reassignment, Sex, Sexual Orientation	Working on improving hate incident reporting using an electronic form and improved information to support reporting so that everyone feels more comfortable identifying, addressing, and reporting hate incidents to the College. This process will also be expanded to include Gender Based Violence incident reporting.	Inclusion & Student Services
Increased international work, ESOL provision and celebration	Advancing Equality of Opportunity; Fostering Good Relations	Race, Religion	<p>Through projects like the BP West Africa Project and an enhanced ESOL offering in response to an increased number of New Scots, there has been more visibility of students of colour on campus. A more diverse student population enhances the education experience for all.</p> <p>Events like a St. Andrew's Day celebration to welcome international students were also hosted in 2022 to bring together our international students to enhance their community experience.</p> <p>The FV Student Association ran a successful International Café which brought students from diverse background together to celebrate foods from their cultures and share them with the wider college community.</p> <p>Each year HN Hospitality and Professional Cookery students showcase their talents by designing and hosting theme nights in the Gallery Restaurant, through which they recreate menus from different cultures. Recent examples include a Nepalese, Turkish, Italian and French.</p>	<p>All teaching departments.</p> <p>FV Student Association</p>
Provision of Festive Care Packs	Eliminating Discrimination; Advancing Equality of Opportunity		The department team organised for the Unaccompanied Asylum Seekers/Refugees enrolled on ESOL courses to receive care packs over the Xmas period.	Care, Sport, Business & Communities

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EO3: We will make progress on improving outcomes and the student experience by addressing gender-based violence and gender balance in specific subject areas.

Action	Mainstreaming Duty	PC	Progress	Department
16 Days of Action/Activism Events	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	Sex	<p>In collaboration with Falkirk, Stirling and Clackmannanshire councils, the college hosted the Forth Valley opening events for 16 days activity in 2022 and 2023, at Falkirk and Stirling campuses respectively. Examples of participation throughout the reporting period include,</p> <ul style="list-style-type: none"> Students from the Early Years curriculum area participated in the 2022 event by designing a dress and parasol with anti-domestic abuse slogans that was displayed at the event. In 2021, staff and students participated in a walk to highlight gender-based violence and its impact as part of 16 Days. In 2024, the College hosted Police Scotland, and Clackmannanshire and Stirling & District Women's Aid Services to deliver a Sextortion event and 7 staff completed the White Ribbon Speaker Training as FVC moves to become its own White Ribbon Status Project. 	<p>Inclusion & Student Services</p> <p>Care, Sport, Business and Communities</p> <p>STEM and Construction</p>
Gender Based Violence Training Module for Students	Eliminating Discrimination	Sex	The college has hosted the GBV training module developed by Rape Crisis Scotland on Moodle since AY 2022/23. It is promoted at induction and during 16-Days of Activism, and continues to be available via the MetaLearn resources.	Inclusion and Student Services Learning and Quality
Gender Based Violence Training Module for Staff	Eliminating Discrimination	Sex	The Gender Based Violence module , designed by UHI and made available to the sector, is now available to all staff. This forms part of the suite of Equality & Diversity resources available to staff on Moodle.	Inclusion & Student Services Learning & Quality
#ErasetheGrey and 'That Guy' Campaigns	Eliminating Discrimination	Sex	<p>Participation and promotion of the #ErasetheGrey campaign (designed by Glasgow Caledonian University) and 'That Guy' (Police Scotland) campaigns.</p> <p>Campaign materials are made available, along with visuals on the display screens on all FVC campuses.</p>	<p>Inclusion & Student Services</p> <p>Communications & Marketing</p>
Update and relaunch of	Eliminating Discrimination	Race, Religion, Age, Disability,	The Hate Incident Process has been updated to capture information in an electronic format, which will improve ease of reporting, more robust data	Inclusion & Student Services

Hate Incident Process		Gender Reassignment, Sex, Sexual Orientation	collection leading to better analysis. Following a relaunch in January 2025, the focus will be on continual promotion of the process and supporting those who are victims of hate. Improved data will lead to better analysis of patterns and trends to enable targeted activities aimed at reducing/eliminating hate across our college community. Moving forward, this process will also be expanded to include Gender Based Violence incident reporting.	
Continued Partnership with Rape Crisis, Forth Valley	Eliminating Discrimination	Sex, Gender Reassignment, Sexual Orientation	Dedicated support work assigned to work with Forth Valley College students affected by sexual violence. Students can get up to 20 support sessions and access to other Rape Crisis services, including advocacy support. Rape Crisis, Forth Valley has delivered several workshops to students across the health & social care curriculum, to support them in their future as care practitioners and to benefit them personally.	Inclusion & Student Services
Partnership formed with Shakti Women's Aid	Eliminating Discrimination; Advancing Equality of Opportunity	Race, Religion Sex, Gender Reassignment, Sexual Orientation	The college continues to host Shakti Women's Aid in the Falkirk campus one day per week. Shakti regards the college as a safe space, where they can promote their services and work with their client group away from their families and communities. Whilst there is some evidence of engagement, this service should be promoted more regularly across the Falkirk community.	Inclusion & Student Services
Membership of Gender Based Violence Strategy Groups in Stirling and Falkirk	Eliminating Discrimination	Sex	The college continues to be represented on the Falkirk and Stirling Gender Based Violence Partnerships, with representation on White Ribbon Steering Groups for Falkirk, Stirling and Clackmannanshire. This ensures we collaboratively contribute to the achievement of the local authority GBV strategies and the national Equally Safe Strategy.	Inclusion & Student Services
Primary School STEM Activity	Advancing Equality of Opportunity	Sex	<p>Outreach work continues to bring STEM into the primary school environment. This provides the opportunity for children to explore STEM subjects and engage those who might not view STEM as a career path, like young women, from an early age.</p> <p>Specific work undertaken in partnership with Equate Scotland, West College Scotland and employers on International Women's Day to encourage women to consider a career in STEM.</p>	STEM & Construction
Exploration of Women in Construction or Parents in Construction Course	Advancing Equality of Opportunity; Fostering Good Relations	Sex, Age	Through acknowledgement of the gender gap in Construction areas and the benefits of having diverse class groups, exploration is currently underway around supporting women into the Construction environment. This includes the potential for an all women class or a parent/adult returner class.	STEM & Construction

Free Access to Period Products	Advancing Equality of Opportunity	Sex, Gender Reassignment	The College continues to offer free period products to everyone accessing the campuses. These products are available in the women's and accessible toilets. Period products packs are also made available for students to take home and are on display throughout the year. More stock is made available before college closure days to minimise the impact of such closures	Estates, Health and Safety
Skills Transition Centre Targets	Advancing Equality of Opportunity	Sex	The Skills Transition Centre will focus on skills development to respond to the needs of emerging sectors and support transitioning industries including downstream petroleum, chemicals and polymers based in the adjacent Grangemouth cluster. Over the next 10 years this will be accompanied by an associated skills development programme, the objectives of which include targets to increase the number of females accessing industries which have been traditionally male dominated. Activities include school and community outreach programmes, Teacher Insight sessions, collaborative work with local Developing the Young Workforce teams and Careers Advisers.	Apprenticeships, Skills & Commercial Stem & Construction

EO4: We will take significant steps to improve wellbeing and mental health support to those groups who experience consistently poorer outcomes.

Action	Mainstreaming Duty	PC	Progress	Department
Widening Participation Project	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	Age, Disability	The College introduced the Widening Participation Project (WPP) in 2021. Widening Participation (WP) activities and interventions are aimed at creating an education system that includes all who can benefit from it. These activities and interventions are particularly focused on those facing social, cultural, economic or institutional barriers and typically under-represented groups. These include, but are not limited to, Care Experienced, Carers, those experiencing financial disadvantage, disability, and those impacted by the criminal justice system. The WPP is a 2-year project which focuses on enhancing the transition process for students from WP backgrounds who are coming to FVC for the first time. The WPP developed the Widening Participation Strategy.	Inclusion & Student Services
Free Breakfast and Lunch for Students	Eliminating Discrimination; Advancing Equality of Opportunity	All	From academic year 22/23, all students, across all three campuses, have access to free breakfasts and lunch to combat the cost-of-living crisis and to ensure that those living in or experiencing poverty are able to have access to nutritious food that allows them to concentrate and learn. In AY 2023/24 the department introduced a 'take home' dinner, where students can pick up packs of food that	Creative, Digital & Leisure Industries

			would otherwise have to be discarded due to expiry dates to use at their discretion.	
Enhanced Student Funding Support	Eliminating Discrimination; Advancing Equality of Opportunity	All	Since AY 2021/22 the college has used statutory funding to make an additional 'housing' payment to Further Education and Higher Education students who are responsible for housing costs, to reduce the impact of the cost of living. This support is finite but has been used to maximise and systemise the use of the College's discretionary funding for maximum impact.	Student Finance
Partnership with Department of Work and Pensions	Eliminating Discrimination; Advancing Equality of Opportunity	Age, Disability	<p>In 2021, the college forged a formal partnership with the Department of Work & Pensions to launch Youth Hubs in Falkirk and Alloa campuses. The Youth Hubs are places where Work DWP Work Coaches can meet with young people (18-24) face to face to provide them with the support they need to find a positive destination.</p> <p>While the JCP's aim is to get young people into work, they are happy to work in collaboration with the college and Skills Development Scotland to support young people to get on the path that works best for them. JCP views the college's 'hub' approach as the perfect location for their Work Coaches to be based so that they can provide 'warm handovers' for the young people interested in college and careers advice and for all stakeholders to learn about what the others have to offer.</p>	Inclusion & Student Services
Supported Programmes	Advancing Equality of Opportunity;	Age, Disability	Continuing commitment to delivering access to education and supported programmes to ensure continued engagement and improved life chances for those in the community furthest away from education and work. Examples of these programmes include Project Search; SCOTS; Click for Clacks; Click with Confidence at Bellsdyke; Foundation Apprenticeships and Centre Forward.	All curriculum areas
Increased collaboration work with NHS Forth Valley	Advancing Equality of Opportunity	Age, Disability, Sex	<p>Enhanced engagement and partnership with NHS Forth Valley to improve health and wellbeing, including offering vaccine facilities for young people and funded projects through the NHS Together Charity.</p> <p>Creation of the Forth Valley University College NHS Partnership to address health care skills gaps in the Forth Valley region and to offer career pipeline opportunities to those across the community into a career in health.</p>	Care, Sport, Business & Communities
LRC Wellbeing and	Advancing Equality of Opportunity;	Age, Disability	Book Week Scotland and Scottish Library and Information Council funding used to host events and create book clubs to increase engagement through the Learning Resource Centres and enhance the community environment on campus. Themes	Inclusion & Student Services

Engagement Activities	Fostering Good Relations		<p>for Book Week Scotland activities are varied but always have an element of personal development and promote positive well-being.</p> <p>Therapets' charity Canine Concern, 'Paws for Stress' events continue to be an integral part of the annual college calendar and is financed through external funding streams. The events are offering students a chance to relax and de-stress during busy periods and are extremely popular across all three campuses.</p>	
Mental Health Support	Advancing Equality of Opportunity	All	<p>Forth Valley College now has a Mental Health and Wellbeing service that is funded until July 2023. This service offers both counselling and Mental Health Mentor support.</p> <p>The College has offered person centred counselling for a number of years and the continuations of funding from the Scottish Funding Council has allowed the College to expand this service to the point where there has been no waiting list for the last two academic sessions. The Mental Health Mentors are a new role and the emphasis of this service is around supporting students to sustain and achieve at college while developing their personal resilience skills and capacity building to navigate life after college, in a mental health context. This type of support is different from support in a therapeutic environment or support in a capacity that focuses solely on the educational needs of the student.</p> <p>There has also been significant work undertaken around Safeguarding processes. This work has ensured a more robust response to Safeguarding across the organisation and the College's Safeguarding approaches were praised by Education Scotland during their visit in June 2022.</p>	Inclusion & Student Services
Learning Inclusion Facilitators	Advancing Equality of Opportunity	All	<p>Introduction of the Learning & Inclusion Facilitator role across all curriculum areas. This role provides support, in an academic context, to all students who made need additional intervention at any point throughout the year. Inclusion and Student Services and curriculum areas co-designed the shape of this new role as well as the training for teaching staff undertaking the role. This training was delivered before term commenced in August 2022. Nominated lecturers now have weekly timetabled time to provide additional support to students in a way that works for their particular cohort of students and curriculum areas.</p> <p>Ongoing CPD has been identified for these staff and reflection points have been built in to the implementation plan to monitor impact and ensure maximisation of resource.</p>	<p>All Curriculum Areas</p> <p>Inclusion and Student Services</p>

Winter Wellbeing Information	Advancing equality of Opportunity	All	Many students rely heavily on the support available from the College for a variety of reasons and many of students have limited support networks in the community. In response to College closures over the winter period, a Winter Wellbeing information pack was created to ensure students were no without community support while the College was closed. This will be updated and utilised for other periods of College closure.	Inclusion and Student Services
Free Access to Period Products	Advancing Equality of Opportunity	Sex, Gender Reassignment	The College continues to offer free period products to everyone accessing the campuses. These products are available in the women's and accessible toilets. Period products packs are also made available for students to take home and are on display throughout the year. More stock is made available before College closure days.	Estates and Health and Safety

EO5: We will take significant steps to systemise continuous professional development for staff specifically targeting understanding around anti-racism, gender-based violence, disability and wellbeing.

Action	Mainstreaming Duty	PC	Progress	Department
The Wellbeing Project	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	Disability	<p>In 2022, the College initiated The Wellbeing Project following the feedback that came through the Workplace Resilience and Wellbeing survey. This project will focus on supporting leaders to develop their skills around leading for resilience and wellbeing with a view to support their teams and create a resilient workforce that has the capacity to support students well.</p> <p>The project also intends to undertake analysis around areas of pressure over the next year; run targets workshops for all staff and then survey staff again to assess and measure impact. A dedicated Health and Wellbeing Co-ordinator co-ordinates activities of this kind.</p>	Human Resources
Bespoke Training Development	Eliminating Discrimination; Advancing Equality of Opportunity	Race, Sex, Gender Reassignment, Disability	<p>Gender Based Violence module, designed by UHI and made available to the sector, available to all staff. This will sit on Moodle and form part of the equality and diversity training suite for staff.</p> <p>Throughout the reporting period, online training modules for Anti-Racism and Trans Awareness have been developed and are available to all staff. These</p>	<p>Inclusion and Student Services</p> <p>Learning and Quality</p>

			<p>resources are hosted on Moodle and form part of the equality and diversity training suite for staff.</p> <p>Accessible Content training module currently in development that will be available to all staff. This will sit on Moodle and form part of the equality and diversity training suite for staff.</p>	
Support for Staff	Eliminating Discrimination; Advancing Equality of Opportunity	All	<p>The College's Human Resource team have developed, sourced and delivered a suite of workshops, on a continuous basis, addressing some of the most common challenges staff are facing. These workshops are themed around nutrition and exercise; coping with change; retirement; menopause awareness and stress and resilience</p> <p>In addition, line managers have also been offered a range of workshops to support them to support their staff. These workshops are themed around cancer, menopause and long-term health conditions; supporting carers and supporting wellbeing in the workplace. In addition, the College has enhanced its support to staff around mental health, including a partnership with Able Futures, the introduction of Mental Health Ambassadors and the expansion of the Mental Health First Aiders service.</p>	Human Resources
Enhanced Digital CPD Offering to Staff	Eliminating Discrimination; Advancing Equality of Opportunity; Fostering Good Relations	All	<p>In 2021, Forth Valley College invested in giving all staff access to LinkedIn Learning. Relevant Health & Wellbeing and Equality, Diversity and Inclusion modules have been highlighted to staff and courses are curated covering particular subject areas.</p>	Human Resources